Distr.
LIMITED

LC/L.3709
30 October 2013

ENGLISH
ORIGINAL: SPANISH

REPORT OF THE MEETING OF EXPERTS TO DEFINE STRATEGIC PRIORITIES FOR THE REGIONAL AGENDA ON THE SITUATION OF PERSONS WITH DISABILITIES

Santiago, 14-15 May 2013

2013-691

CONTENTS

A. ATTENDANCE AND ORGANIZATION OF WORK

1. Place and date of the meeting

1. The Meeting of experts to define strategic priorities for the regional agenda on the situation of persons with disabilities was held on 14 and 15 May 2013 at the headquarters of the Economic Commission for Latin America and the Caribbean (ECLAC) in Santiago.

2. Attendance[1]

2. The meeting was attended by experts from the Governments of Barbados, Chile, Colombia, Ecuador, Jamaica, Panama and Saint Vincent and the Grenadines, and by specialists from international and intergovernmental organizations: Economic Commission for Latin America and the Caribbean (ECLAC), United Nations Children's Fund (UNICEF), International Labour Organization (ILO), Inter-American Development Bank (IDB), Inter-American Commission on Human Rights (IACHR) and Organization of American States (OAS), Committee on the Rights of Persons with Disabilities and Committee for the Elimination of All Forms of Discrimination Against Persons with Disabilities (CEDDIS). Also participating in the meeting were several experts from academia, from civil society foundations and from community and non-governmental organizations of persons with disabilities.

3. Attending as observers were representatives of the following organizations of the United Nations system: Office of the United Nations High Commissioner for Human Rights (OHCHR), Pan American Health Organization (PAHO) and United Nations Educational, Scientific and Cultural Organization (UNESCO). The meeting was also attended by other representatives of community and non-governmental organizations of persons with disabilities and by representatives of civil society as a whole.

3. Background

4. The meeting of experts was convened by ECLAC as one of the initiatives of the Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities and in preparation for the High-level Meeting of the General Assembly on Disability and Development, to be held on 23 September 2013 at the start of the work of the sixty-eighth session of the United Nations General Assembly.

5. The meeting was organized by the Social Development Division of ECLAC in conjunction with the Global Partnership for Disability and Development (GPDD), a World Bank partner, The Trust for the Americas and the Saldarriaga Concha Foundation of Colombia. Support was received from OAS, IDB, the Mexican Coalition for the Rights of Persons with Disabilities (COAMEX), the School for Occupational Therapy of the University of Chile and the projects "Social covenant for more inclusive social protection" and "Strengthening regional knowledge networks to promote the effective implementation of the United Nations development agenda and to assess progress", financed respectively by the German Agency for International Cooperation (GIZ) and the United Nations Development Account, under the coordination of ECLAC.

[1] For a detailed list, see annex 1.

6. The purpose of the meeting was to analyse the situation of persons with disabilities in Latin America and the Caribbean, with a view to defining strategic priorities of the regional agenda in order to promote joint work by government agencies and civil society organizations. That effort was expected to result in three outcomes: (i) contribution of contents to the secretariat of the Convention on the Rights of Persons with Disabilities for incorporation into the position paper of the forthcoming High-level Meeting; (ii) the dissemination of the proposed strategic priorities to the Governments of Latin America and the Caribbean for their information and consideration, and (iii) the definition of the follow-up tasks to be undertaken by ECLAC in relation to the Convention, on the basis of defined priorities.

4. Organization of work

7. The presentations by the experts were organized as follows:

- Panel 1: Situation of persons with disabilities in the region
- Panel 2: Effective exercise of rights by persons with disabilities
- Panel 3: Inclusive education
- Panel 4: Inclusion in the labour market and productivity
- Panel 5: Social protection, care and independent living
- Panel 6: Institution- and community-building: positive practices and obstacles encountered by the national machineries
- Panel 7: Strategic priorities of the regional agenda

5. Documentation

8. An offprint of chapter V of the *Social Panorama of Latin America, 2012*, entitled "Autonomy and independence: Caring for persons with disabilities" was distributed to participants along with Issue No. 15 of the ECLAC/UNICEF *Challenges* newsletter entitled "Rights of children and adolescents with disabilities". The presentations given by the experts are available online (see annex 2).[2]

B. PROCEEDINGS

1. Opening session

9. At the opening session, statements were made by Antonio Prado, Deputy Executive Secretary of ECLAC, María Verónica Reina, Executive Director of the Global Partnership for Disability and Development, a World Bank partner; Carolina Cuevas Melo, Impact on Public Policies Leader of the

[2] All the presentations given at the meeting are available in their original language at [online] http://biblioguias.cepal.org/discapacidad.

Saldarriaga Concha Foundation of Colombia; and Pamela Molina Toledo, Project Manager of "The Trust for the Americas", an OAS partner. The session ended with a video presentation by Lenín Moreno Garcés, Vice-President of the Republic of Ecuador and Chair of the Committee for the Elimination of All Forms of Discrimination Against Persons with Disabilities (CEDDIS).

10. The Deputy Executive Secretary of ECLAC welcomed participants and thanked them for taking part in the first regional meeting of experts on the situation of persons with disabilities. He recalled that the strategy and plan of action of the Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities had been signed by ECLAC in September 2011 and said that the task facing the meeting was a momentous one: that of establishing the strategic priorities for fulfilling the requirements of 12% of the population of Latin America and the Caribbean which had some type of disability.

11. Since the launch in 2010 of the development proposal entitled *Time for equality: closing gaps, opening trails*, ECLAC had pressed forward systematically in its effort to examine the social divides in Latin America and the Caribbean and promote equality, with the aspiration of building a society of well-being with entitlement to rights for all of its citizens. The first step towards achieving that goal was to shed light on inequalities in order to help Governments formulate public policies for overcoming them. To that end, a chapter of the 2012 edition of one of the ECLAC annual flagship documents, *Social Panorama of Latin America*, had been devoted to the situation of persons with disabilities and their needs in terms of care, autonomy and independence. Furthermore, he was pleased to launch on that very day the Spanish version of the new issue of the *Challenges* bulletin, published jointly with UNICEF and entitled "Rights of children and adolescents with disabilities".

12. Having underscored the advances in ensuring universal access by all persons with disabilities to their rights and entitlements, an achievement made possible across the region thanks to the 1999 Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities and the 2006 Convention on the Rights of Persons with Disabilities, which had been signed and ratified by almost all countries in the region, the Deputy Executive Secretary expressed confidence that the meeting would culminate in the presentation of a report to the secretariat of the Convention on the Rights of Persons with Disabilities, which would serve as the region's contribution to the meeting of the Heads of State and Government to be held on 23 September within the framework of the United Nations General Assembly. He said that OAS had committed to disseminating among its member States the recommendations emanating from the meeting and that ECLAC would do the same vis-à-vis the Governments of the region on the occasion of its forthcoming session, which would be held in Peru in April 2014.

13. The Executive Director of the Global Partnership for Disability and Development began by thanking ECLAC and its counterparts for organizing the meeting. She said that the region was defining its priorities when the very future of the world was at stake and the guidelines for the forthcoming development framework that would apply after the 2015 deadline set for fulfilment of the Millennium Development Goals. The meeting could make a useful contribution to the redefinition of these Goals, bearing in mind that disability did not appear in either the targets or the indicators of the current list, nor in the countries' progress reports.

14. Despite the partial success in achieving the Millennium Development Goals with respect to certain population groups, other groups in the region had not experienced any benefit or had actually seen the equality gap widen or their living conditions worsen. The population of persons with disabilities was one of the groups that had been left out of the progress made in the past 10 to 15 years. The Global Partnership for Disability and Development sought to, at last, bring the issue of disability into the limelight under the

new post-2015 framework for development, with an approach more geared towards human rights in order to guarantee that the benefits of development reached all persons, male and female alike.

15. The Impact on Public Policies Leader of the Saldarriaga Concha Foundation thanked ECLAC for convening the meeting of experts and said that her foundation, as a technical and financial entity for cooperation on social inclusion matters, was honoured to have played a part in organizing it. She recommended integrating the issue of the social inclusion of persons with disabilities into discussions on sustainable development, as the lessons arising therefrom could help to build a concept of development that would incorporate the economic, environmental and social perspectives. She stressed that meetings of that kind were an opportunity to discuss the perspectives of civil society, the State and collaborative movements, and from the different realities of each country, notwithstanding the regrettable common denominator of inequity and exclusion.

16. She recalled that her country, Colombia, was the third most unequal in the world according to the *Human Development Report, 2011,* of the United Nations Development Programme (UNDP). In view of this, one of the tasks for society and the State was to transform that inequity into opportunities and inclusion of the different groups in society, including persons with disabilities. To this end, the participants in this meeting of experts had a responsibility to build a common agenda, overcoming differences in relation to concepts, approaches and even opinions, and to reach agreements by consensus on the basis of a shared vision and common objectives, built by civil society, the State, the family and the community of persons with disabilities.

17. The Project Manager for The Trust for the Americas greeted the participants and said that it had been an honour for the Trust to be involved in organizing the meeting. She then recounted a story by Alejandro Jodorowsky which illustrated how persons with disabilities in the world, and especially in the region, lived in situations of exclusion and poverty, trapped in a vicious cycle of poverty and disability.

18. She said that we were born and grew up in a society that valued human beings on the basis of physical perception through the senses. When a body was considered to be in some way incomplete, this led to differently-abled persons being left hungry: hungry for a name, for language, for identity, for citizenship, for inclusion and visibility, for equality before the law, for dignity and for respect. On behalf of The Trust for the Americas, she urged the participants to produce concrete proposals in their discussions that would place disability once and for all on the new development agenda, vis-à-vis both the United Nations and the high-level meeting in September and at the regional level. Lastly, she reiterated the words of the Executive Director of the Global Partnership for Disability and Development (GPDD): unless we integrate the millions of persons with disabilities who make up 12% of the population in Latin America and the Caribbean, the Millennium Development Goals will remain out of reach.

19. Speaking by videolink, the Vice-President of Ecuador regretted not having been able to attend this important meeting of experts in person, and conveyed warm greetings and wishes for a fruitful discussion. He then referred to the Ecuador's historical policy vacuum regarding persons with disabilities and the support his Government had received from the Government of Cuba to begin a bio-psychosocial and geopolitical review, covering practically the entire national territory, to capture the magnitude of the situation of all persons with disabilities in Ecuador.

20. After enumerating his Government's initiatives to promote the inclusion of persons with disabilities in all spheres (employment, education and sport) and improve the accessibility of public services and urban infrastructure, he emphasized that all this had been possible thanks to citizen participation and all the institutions of the State. This policy of promoting the rights of persons with

disabilities had engaged the keen attention of many countries in the Latin America, which had requested advice on how to replicate them; accordingly, missions had been conducted to present the programme in Chile, Colombia, El Salvador, Guatemala, Mexico, Panama, Peru and Uruguay.

Panel 1: Situation of persons with disabilities in the region

21. On this panel statements were made by Martín Hopenhayn, Chief of the Social Development Division of ECLAC; Diane Alméras, Social Affairs Officer of the Social Development Division; Garren Lumpkin, expert on disability and childhood with UNICEF; Monica Bartley, expert from the Center for Independence of the Disabled, New York; Ana María Peñuela, representative of the Ministry of Health and Social Protection of Colombia, and Fabiana del Popolo, Population Affairs Officer of the Latin American and Caribbean Demographic Centre (CELADE) - Population Division of ECLAC.

22. Before proceeding to moderate the first panel, the Chief of the Social Development Division of ECLAC welcomed the participants and referred to the dual purpose of the meeting, as a gathering of experts and as an opportunity to consolidate networks and strengthen ties between public agencies, international organizations and organizations of persons with disabilities. Given that ECLAC was the main regional office of the United Nations for Latin America and the Caribbean, it appeared to be the right place within the United Nations to position and draw attention to the situation of persons with disabilities in the region. For this reason, the latest edition of *Social Panorama of Latin America,* which had been prepared together with the ECLAC subregional headquarters for the Caribbean, had made the effort to form as up-to-date a diagnosis of that situation in Latin America and the Caribbean as possible.

23. The Social Affairs Officer of the Social Development Division and focal point at ECLAC for follow-up to the Convention on the Rights of Persons with Disabilities presented the most recent data available on the situation of persons with disabilities in the region. The population living with some type of disability in Latin America and the Caribbean had numbered over 66 million between 2000 and 2011. This was 12.3% of the region's population, and 5.4% in the Caribbean countries. Considering that in over half the countries with information available, these figures were in fact for 2000-2006, the number of persons with some type of disability could easily be more than the 85 million estimated by the World Bank. In this respect, the situation was very heterogeneous from one country to another, and the severity of impairments taken into account by the questions in the different measurement instruments influenced the variations in the estimates.

24. The Social Affairs Officer then analysed the various prevalence gaps (ethnic, urban-rural, and by age, gender and income) which could be inferred from analysis of the data and showed that persons with disabilities were overrepresented among the poor and vulnerable population. In this respect, she emphasized that the lack of resources in the household, the cost of technical aids and care services and obstacles to income generation faced by persons with disabilities and their caregivers magnified the negative impact of impairments on the quality of life of the people involved, and led to their impoverishment. The figures became more complex when levels and types of disability were examined in terms of access to education and productive work. According to data for between 28 and 33 countries obtained from census questions, persons with visual impairments had the least difficulty in participating in the school system and the workforce, followed by those with hearing and motor disabilities. Those with fewest opportunities for social integration were those with impairments to cognitive and mental functions and those with self-care difficulties. This showed that, although independent living was based on the principle of inclusion (as well as being associated with freedom and being able to participate in all aspects of community life) the independence and freedom of persons with some type of disability were limited by sensory, physical and intellectual barriers.

25. In his presentation on the situation of children with disabilities, the UNICEF expert referred first to the global and regional frameworks for coordinated work by international organizations and governments, with particular reference to the Convention on the Rights of the Child, and the Interamerican and international conventions on the rights of persons with disabilities. He then briefly reviewed the various rates of prevalence of disability, on the basis of data from the World Health Organization (WHO), the World Bank, OAS and ECLAC, whose estimates varied from 12% to 15%. In addition, on the basis of previous calculations by WHO published in the first *World Report on Disability* (2011), the direct and indirect impact of disability on people and their families could as much as double the estimate of 1 billion people living with some type of disability.

26. The expert went on to mention five considerations which, in his opinion, should guide future discussions on the situation of children with disabilities: (i) to draw attention to the situation of excluded children with disabilities and their families; (ii) to increase efforts relating to early intervention and inclusive primary education, thereby affording particular attention to small children at a crucial point in their lives; (iii) to expand support services for families, which were far too limited; (iv) encourage organizations of persons with disabilities to include children and adolescents in their empowerment efforts, and (v) to continue to move forward with existing global social inclusion efforts, trying in particular to coordinate with other initiatives by persons or groups seeking to promote respect for the rights of indigenous and Afro-descendant children, children at educational risk (cases of repetition, dropout and school failure), and those facing gender discrimination, as well as victims of poverty, child labour, violence and natural disasters.

27. The expert from the Center for Independence of the Disabled in New York gave an overview of the many forms of inequality faced by women with disabilities, which she illustrated with data on the situation of women in Jamaica. She highlighted that women with disabilities were subject to a double discrimination and while common barriers may be shared by men and women with disabilities, the fact that women with disabilities lived in a more acute situation of exclusion and negation of rights than women without disabilities and men with disabilities was not made visible. Their sexuality was silenced, they had more difficulty accessing education, health services, training and employment and they were more likely to live alone, with or without children, and in conditions of poverty and heavy dependence on family members. They also had a higher probability of suffering gender-based abuse and violence from men with and without disabilities. A large gap in this respect was the fact that the women's movement failed to consider the challenges women with disabilities faced, and the movement of people with disability very rarely concerned itself with gender discrimination.

28. In concluding her presentation, she proposed a series of recommendations to promote the implementation of article 6 of the Convention on the enjoyment of equal status for women and girls with disabilities. These included; (i) implementing policies and legislation to reduce inequalities and discrimination; (ii) collecting data and conducting investigations in order to evaluate with precision the situation of women with disabilities with the aim of designing and implementing fruitful strategies; (iii) promoting programmes of inclusive education, rehabilitation and training to prepare women and girls for paid employment; (iv) training for health services personnel so that they can respond to their specific needs, particularly in the area of sexual and reproductive health; (v) educating them about their rights and the existing services; (vi) eliminating barriers in the physical environment, to information and communication, to technology, and to transportation and other services so that women with disabilities can live independently and participate fully in society; (vii) seeking funding sources for income-generating projects in order to build up their economic independence; (viii) disseminating awareness schemes with positive images of women with disabilities in the media, emphasizing issues associated with sexual and reproductive health and domestic violence; and (ix) encouraging the creation of self-help

groups for women with disability in order to reduce their isolation and to facilitate mutual support and improve their participation in community life.

29. The representative of the Ministry of Health and Social Protection of Colombia presented the integrated care route developed by Colombia's health sector on the basis of the diagnosis and early detection of disability, as a fundamental factor in social inclusion processes. She emphasized the importance of bringing about a paradigm shift, from an irregular situation in which policies were made for just a few, towards universal public policies that recognized the diversity of populations and territories and that offered an integrated care route for people as bearers of rights. In this respect, she specified that the multiple configurations of diversity arose from the particular characteristics, conditions, contexts or situations of individuals and the way these interacted with the surroundings, not only from situations of vulnerability per se. The new paradigm was based on an approach that treated diversity as a social value that opened doors to learning and complementarities, and contributed to the growth of society.

30. Generating an integrated approach would require a national, institutional and territorial architecture capable of linking and coordinating public policy tools with the programmes implemented, the protection and enforceability of rights and integrated social management, which should take local government into account. In Colombia, building such an architecture meant creating different categories of exclusion and using them to classify the country's different municipalities in order to draw up plans of work and develop universal coverage of services for providing care in a differentiated manner, in accordance with stage of life and the settings in which people lived their lives. It was particularly important to take into account the household, the health services available, educational institutions, the public arena and the family, which should be recognized as a social determinant of comprehensive development and in turn required capacity-building and integration into care networks. In concluding her presentation, the expert drew attention to the need to shift from monitoring of plans on service coverage to following up on the development needs of individuals, in order to determine which policies were really necessary.

31. The Population Affairs Officer of CELADE-Population Division of ECLAC commented on the availability of quality statistical information on the situation of persons with disabilities. Growing importance was being attached to including this kind of data in the region's information systems, alongside new international standards on the rights of persons with disabilities, which created new obligations for States. Measurement instruments in the countries of the region had improved since the population and housing censuses of the 1990s round, in which only half of the Latin American countries had included questions on disability. In the first decade of the 2000s, there had been a shift in the way the questions were conceptualized and formulated, with some countries taking into consideration the international recommendations that disability be treated as a set of limitations and restrictions on social participation, in the framework of contextual, environmental and personal factors, and not in terms of individual impairment. Nevertheless, a number of countries in the region had continued to compile information using an "impairments" approach.

32. The expert then noted that it was essential that the countries continue to review the questions on disability in their censuses. In this respect, they should follow the international recommendations in order to better identify persons with disabilities by type and degree of severity of disability, taking into account comparability between countries. At the same time, progress should be made in including these questions in other data sources, such as household and employment surveys and specialized surveys, paying attention to other methodological aspects involved in ensuring quality of information (for example, the review of sample designs). In this connection, she said that, even with limitations regarding the questions, the information from the 2010 census round offered a significant statistical opportunity to prepare deeper diagnoses on the demographic and social situation of persons with disabilities. They made it possible to

look at this information on a smaller territorial scale, which would be conducive to the specialization of programmes and the incorporation of gender, generational and ethnic perspectives. Lastly, she insisted that it was essential to strengthen communication and coordination between key actors, such as producers of statistics, government bodies and organizations of persons with disabilities.

Panel 2: Effective exercise of rights by persons with disabilities

33. During this panel discussion, statements were made by María Soledad Cisternas Reyes, Chair of the Committee on the Rights of Persons with Disabilities; María Ximena Rivas Asenjo, First Vice Chair of the Committee for the Elimination of all forms of Discrimination against Persons with Disabilities (CEDDIS) and Director of the National Disability Service of Chile (SENADIS); Rose Marie Belle Antoine, representative of the Inter-American Commission on Human Rights (IACHR); Pablo Rosales, Rapporteur on Legal Capacity of CEDDIS; Pamela Molina Toledo, Project Manager of the Democracy, Governance and Human Rights Initiative of The Trust for the Americas, and Olga Montufar, President of the Paso a Paso ("Step by Step") Foundation of Mexico.

34. The Chair of the Committee on the Rights of Persons with Disabilities referred to the reports that the States parties to the Convention are required to submit regularly on the implementation of the Convention at the national level, and highlighted the substantive pillars developed by the Committee in its oversight work, through the recommendations contained in the concluding observations of each review. The Committee's oversight process had been organized on the basis of three sets of challenges in the exercise of rights: the principles and obligations of States parties, specific rights and specific obligations. Synergies needed to be strengthened between the Convention's oversight body and society at large to achieve inclusive social development, taking into account the context in each State party. In relation to the principles and obligations of States parties, the speaker emphasized the recommendations which sought to establish, consecrate and implement the social and human rights model in the approach to disability. A second axis of these principles was to promote full and effective participation of persons with disabilities in all matters that affected them, including the preparation of reports by States parties. In particular, this participation should include persons with different types of disability and representatives of the most vulnerable sectors: indigenous persons, Afro-descendants, women, children and those living in rural areas, among others.

35. With regard to specific rights, the Chair of the Committee indicated that concrete recommendations had been made with respect to several of the articles of the Convention. She drew attention to the provisions of article 5 as a basis for standardizing the definition of discrimination and recognizing that denial of reasonable accommodation constituted de facto discrimination. Other recommendations encompassed exploitation, violence and abuse (article 16), women with disabilities (article 6), children with disabilities (article 7), awareness-raising (article 8), accessibility in its different forms, including access to information (article 9), equal recognition as persons before the law (article 12), political, economic, social and cultural rights (those relating to inclusive education at all levels and to health and the right to work, for example, through affirmative action programmes, and social security, especially non-contributory pensions). She then recalled the recommendations of the Committee concerning the need for international cooperation and disaggregated data collection, which was crucial given the lack of statistical information. This entailed a series of shortcomings with regard to legislation, public policies and other institutional measures. Lastly, she commented that the universality, indivisibility and interdependence of human rights presented substantive challenges for the exercise of rights by persons with disabilities, and this required engagement by the State, society more broadly, the family and persons with disabilities themselves.

36. The Director of SENADIS and First Vice Chair of CEDDIS gave a general overview of the Inter-American Convention on the Elimination of all forms of Discrimination against Persons with Disabilities and the work of CEDDIS. She gave information on 18 countries which had ratified the Convention and reviewed more closely the legislative, social, educational, labour and other commitments needed to eliminate discrimination against persons with disabilities and thus promote their full integration into society. With regard to the Committee's monitoring mechanisms, she explained the process for submission of reports by States parties, which CEDDIS used to prepared individualized diagnoses. After the first round of reports between 2008 and 2010, it had been decided to develop a new methodology that would enable each country to establish priority targets, recognizing that their situations were different. The reports corresponding to the new round should provide general information on the situation of persons with disabilities, the constitutional and legal framework on equality and discrimination, accessibility and participation, the institutional resources available and the level of participation of civil society. They should also define ideal and possible goals up to 2015 in each of the areas which CEDDIS had defined as being of priority: education, health, accessibility, employment, awareness-raising in society and political participation.

37. She then referred to the agreements adopted at the most recent meeting of CEDDIS in November 2012, where it was agreed that each State should present a list of the indicators it considered should be adjusted to improve the presentation of reports, making them into a more useful instrument which could really measure degrees of progress. It was also agreed to prepare an online repository of good practices with a view to sharing experiences between the countries party to CEDDIS. She then referred to the coordinated work between CEDDIS and the Committee on the Rights of Persons with Disabilities, which was being carried out to adapt and align reporting mechanisms and thus make follow-up by the United Nations and OAS more coherent, since they measured the same parameters.

38. The representative of IACHR described the mechanisms of the Commission, which included petitions and precautionary and obligatory measures to prevent States from taking action which could prejudice persons with disabilities, as well as promotion measures, such as thematic reports on issues that had come to the attention of the Commission. She emphasized the importance of the dignity of all persons as bearers of rights and said that the Commission recognized that, to achieve genuine equality of persons with disabilities, it was necessary to look at equality of outcomes and not only of approach, since this was the only way to compensate for the shortcomings of society in terms of supporting persons with disabilities. She explained that, without reasonable accommodation and tools for education and adequate transportation, among others, equality was simply an empty right. She added that, despite legislative advances, there were significant gaps in the region between policies and legislation, which the Convention could and should close.

39. The speaker insisted that the legal framework was not a panacea, but a necessary tool that had to go hand in hand with education and awareness-raising. She gave details of cases of breaches of rights due to disability that had been brought before the Commission, involving persons from Ecuador, Guatemala, Paraguay and Trinidad and Tobago, and emphasized that many of the situations that had been examined thus far referred to persons who were institutionalized, including children. She then announced the creation within the Commission of a new unit dealing with economic, social and cultural rights, which she would chair. These rights were key indicators of inclusion and non-discrimination, and fundamental means of empowering persons with disabilities and ensuring that they could participate actively in society. She recalled the link between disability and poverty, which was often due to lack of access to education, work and health care, among other cultural and socioeconomic rights. In this regard, she commented that the Commission was monitoring the higher risk of disability among indigenous persons and women, as well as new challenges arising from the confluence with other types of human rights

violations, such as trafficking in persons, abuse, sexual abuse and, in particular, problems related to sexual and reproductive health rights and their implications for HIV/AIDS contagion. Before concluding, she encouraged the participants to bring more issues before the Commission. She explained that it was necessary to examine those issues in order to afford them due attention in the international and regional forums and to draw lessons from them.

40. The Rapporteur on Legal Capacity of CEDDIS gave a presentation on the main obstacles to the exercise of legal capacity by persons with disabilities, before referring to the background, principles and objectives of the rapporteurship. These included: (i) combating stereotyping of persons with disabilities and discrimination against them; (ii) recognizing their capacity to exercise their rights for themselves, with support and safeguards, if necessary; and (iii) conducting national and regional campaigns to harmonize the implementation of the Inter-American Convention and the Convention on the Rights of Persons with Disabilities and promote their rights in the framework of the social model of disability. In the context of the rapporteurship, a three-part questionnaire had been created to interview members of the three branches of the State on: (i) access to justice for persons with disabilities; (ii) the applicability and effectiveness of guardianship regimes for the exercise of legal capacity of persons declared incompetent; and (iii) the impact on the countries of the region after the paradigm shift arising from article 12 of the Convention on equal recognition before the law and from actions taken by the Committee. The responses to these questions had revealed difficulties in understanding the legislation and how to put it into practice, as well as stereotypes and negative perceptions, and legal and conceptual inconsistencies and confusion, for example, in relation to criteria for disability classification, which were very different from one country to another.

41. The Rapporteur's main conclusion, after examining the contributions of the 14 countries which responded to the survey, was that it was important to advance with an integrated training strategy taking into account the needs acknowledged by the survey respondents, ordered from greatest to least: (i) greater knowledge of both conventions and the general legislation; (ii) awareness-raising and recognition of the autonomy of persons with disabilities and the social model of disability; (iii) combating negative stereotypes, in public and private spheres alike, in order to generate appreciation and inclusion of diversity; (iv) determination of the entrenched myths and mistaken concepts surrounding disability and people affected by it; (v) understanding of accessibility for persons with disabilities and the main practices for achieving it; (vi) definition of discriminatory action; (vii) techniques for training workshops; (viii) prevention of disabilities; and (ix) care and rehabilitation.

42. The Project Manager of the Democracy, Governance and Human Rights Initiative of The Trust for the Americas described the situation regarding the exercise of legal capacity. She began by analysing article 12 of the Convention, referring to equal recognition as a person before the law. She then presented the results of the first stage of one of the Trust's projects, centred on effective recognition of the legal capacity of persons with psychosocial disabilities in six countries in the region (Argentina, Chile, Colombia, Mexico, Paraguay and Peru). In this case, her analysis was based mainly on information from civil society. The outcomes of the documentary research and the interviews conducted were grouped around sociodemocratic and sociocultural aspects of the situation of persons with disabilities, the national and international legal frameworks applied in the country and initiatives planned or implemented to promote the effective application of article 12. Before continuing, she commentated that the group of persons with psychosocial disabilities had been chosen because it was the least visible, especially in terms of exercising their legal capacity. In this respect, she emphasized that, without legal capacity, no other type of human right could be exercised.

43. Analysis of the outcomes had produced five main conclusions: (i) there was still a conceptual ambiguity, statistical imprecision and lack of population data, which made persons with psychosocial disabilities absolutely statistically invisible; (ii) the concept of disability was still strongly associated with the medical and rehabilitative paradigm, since in many countries there was no definition of psychosocial disability; (iii) sociocultural barriers remained in response to the stigmatization of persons with psychosocial disabilities considered to be incapable or dangerous, and this still permeated legislation and contributed to the maintenance of practices such as declaration of legal incompetency and guardianship, which prevented people from exercising and enjoying their human rights; (iv) the family could be a two-edged sword, because it could either provide great support or function as one more component in the system of oppression that restricted or removed the rights of persons with psychosocial disabilities; and (v) there were contradictions and lags between national legal frameworks and conventions and international legal frameworks, arising from a generalized lack of awareness of the latter. Although this conclusion pointed to the challenges facing countries seeking to harmonize their legislation with international laws, awareness-raising campaigns were also needed to develop a positive vision of persons with psychosocial disabilities based on the human rights paradigm, and to afford them a leading role in the transformations aimed at ensuring the effective exercise of their rights.

44. The President of the Paso a Paso Foundation addressed the theme of the panel from the perspective of the impact of disability on the rights of indigenous persons. She emphasized that the only way to approach this was by articulating the Convention on the Rights of Persons with Disabilities and the United Nations Declaration on the Rights of Indigenous Peoples, because neither of these two binding instruments alone, nor their follow-up mechanisms, considered the population group which was the target of the other. Generating interaction between the two to protect the human rights of indigenous persons with disabilities was a piece of unfinished business for the international community, and the rights of even more vulnerable sectors, such as women and children, were of particular concern in this regard. With this in mind, the lack of reliable data on the precise number of persons in this situation was particularly problematic. In this respect, the Foundation President expressed gratitude for the processing of census data from seven countries by CELADE-Population Division of ECLAC, which showed that disability rates were higher among indigenous persons than in the rest of the population. This invisibility existed as well between indigenous people themselves, whose languages usually lacked adequate terminology to name persons with disabilities, although some cultures viewed them in a positive light, as divinely gifted.

45. In reference to the specific challenges of indigenous persons with disabilities, the speaker recalled the crucial role of the right to free determination in indigenous cultures and that this aspect must be at the centre of any policy relating to indigenous peoples; it was even more important to safeguard this in the case of persons with disabilities. In this respect, it was regrettable that these persons were not participating in the formulation of public policies, nor in institutions responsible for indigenous affairs, which highlighted a double discrimination within society: for being indigenous and for having a disability. With respect to the right to health care, the speaker referred to indigenous people's limited access to suitable services because of living in rural areas away from urban centres and the need to create a register of traditional doctors and midwives to be able to follow up on their interventions and ensure that they were free from discrimination against persons and children with disabilities. Concerning access to education, she explained that there were no qualified bilingual teachers and that schools often turned away indigenous children and especially girls with disabilities.

46. Another major challenge was the poverty of indigenous communities, where the resources needed to meet the care needs of persons with disabilities were not available. Or, if assistive devices were available, they were not adapted to the physical conditions of the setting of rural communities, for

example unpaved roads. After referring to the lack of work opportunities and making a proposal regarding training for persons with disabilities, the speaker reiterated the need for information to document the gap between the rights of indigenous persons with some type of disability on paper, and their actual enjoyment. She also explained that although indigenous persons living in urban areas had little access to justice, the situation was even more difficult in autonomous indigenous communities, where justice was exercised strictly at the local level with no recourse to other instances.

47. After the presentations by the experts, the leaders of the National Corporations of Users, Family Members and Friends of Persons with Mental Health Difficulties (CORFAUSAM) of Chile and the World Federation of the Deaf expressed their concern over the lack of compliance with the Convention by some of the signatory countries. This created situations like that arising in Chile, where it had been necessary to bring legal action and institute administrative inquiries, mainly in connection with serious failings of the public health services, but also in relation to lack of interest in and respect for persons and their dignity. The speakers underlined the important role of IACHR in terms of witnessing or verifying compliance with the mandates by the States in the region.

48. In relation to the functions of the Commission, the President of CORFAUSAM asked if it was necessary to exhaust all national avenues before coming to IACHR in search of justice. The Chair of the Committee on the Rights of Persons with Disabilities confirmed that this was indeed the case, and the same was true of the Optional Protocol to the Convention on the Rights of Persons with Disabilities. In this connection, it was very important that people should be aware of the frameworks within which they could act and whether there was legislation that provided for resources for bringing complaints. She also recalled the interdependence, universality and indivisibility of human rights and the need to consider all their spheres in the defence of individuals.

Panel 3: Inclusive education

49. During this panel, statements were made by Pilar Samaniego, expert on education for the Spanish Committee of Representatives of Persons with Disabilities (CERMI); Senator Kerry Ann Ifill, President of the Senate of Barbados; Diana Patricia Martínez, Inclusive Education Leader of the Saldarriaga Concha Foundation (Colombia), and Patricia Brogna, Coordinator of the Centre for Research on Inclusion of Persons with Disabilities of Santa Catarina Technological University (Mexico).

50. The education expert from CERMI addressed the issue of access to education services in Latin America with a brief outline of the international rules on the education of persons with disabilities. She noted that the legislation was not achieving effective results in the countries owing to structural and institutional causes, because what prevailed was a regular education system that rejected difference, alongside another, special education system. The use of financial and human resources by the latter prevented the emergence of a single, inclusive education system in line with the recommendations of the Convention on the Rights of Persons with Disabilities. The speaker gave examples of some countries that established the obligations of the State in relation to the right to education of persons with disabilities more directly, but stressed that there was an abundance of divergent legal frameworks, whereas the challenge was not to create new laws, but to review and harmonize existing ones.

51. Important factors for moving in the right direction at the national level included generating positive interdependence with international cooperation and the production of statistical data to facilitate information (almost non-existent today) on direct attention for the student population with disabilities, and on the population which had been rejected by both the regular education system and the special education system. With a view to offering some key points for design of public policies for inclusive education, the speaker

recommended, among other things: (i) adopting an intersectoral and participatory approach, with follow-up and evaluation indicators; (ii) strengthening synergies between legislation, public policies and the budget; (iii) eradicating illiteracy and promoting training for employment and enterprise; (iv) improving teacher training and creating networks of teachers for inclusion; (v) promoting early detection of disabilities within the education system; (vi) generating forums for parent participation in teaching-related decisions; (vii) considering access to education from a perspective incorporating gender, interculturality, human mobility and rurality; and (viii) assessing the impact of education received on improvement of the living conditions of persons with disabilities in terms of social mobility and independence.

52. With regard to access to education services in the Caribbean, the President of the Senate of Barbados stated that the importance of providing appropriate education for girls and boys with disabilities had been recognized publicly in the Kingston Accord, signed by the Governments of the region in 2004. However, despite the efforts of the government agencies and other organizations, people with disabilities continued to encounter obstacles and discrimination in the enjoyment of their fundamental rights and liberties, including education. For example, a study by the Caribbean Council for the Blind had found that only between 28% and 36% of blind children aged 6 to 11 years were receiving an education, despite the fact that primary education coverage was universal in the English-speaking Caribbean. These children were often simply excluded from school, or completed only the primary level if they did receive an education. This was despite the special integration programmes implemented by Governments, with varying coverage from one island to another. In response to a question that arose subsequently in the discussion, the President of the Senate indicated that more students with disabilities were entering tertiary education institutions, which were trying to offer them the support mechanisms that they needed. Generally speaking, however, tertiary education remained beyond their reach.

53. The main barriers mentioned by the Senator included not only poverty, social inequalities and the state of health of persons with disabilities, but also religious beliefs, poor advocacy by organizations of persons with disabilities and inadequate training of teachers for children with disabilities. According to other reports, one of the big challenges was the low level of accessibility to schools. In Jamaica, a survey of 100 primary and secondary schools found that, of the 10% of schools which responded, 77% had no adequate physical accessibility or lacked the assistive technologies needed to enable children with disabilities to participate in school programmes. Yet the Senator commended the increasing number of programmes being implemented for specialized teacher training, including interpretation for blind students and sign language. She concluded by referring to the need to develop a comprehensive approach that promotes educational services whereby students with disabilities in the Caribbean could reach their potential.

54. The Inclusive Education Leader of the Saldarriaga Concha Foundation referred to the educational situation of persons with disabilities in her country and presented the programme proposed by the Foundation to promote public policies on quality inclusive education. She said that, according to the register of location and classification of persons with disabilities (6.5% of Colombia's population according to the information available), 90% of persons with disabilities were not attending an educational establishment today. In 2008, students with disabilities represented 1.3% of all those enrolled in primary education. Among children aged 6 to 11 years, 27.4% of those with disabilities attended school, compared with 85% of those without disabilities. Only 5.4% of the population with some type of disability entered tertiary education. The expert emphasized that these figures showed up the need to bolster the transition of persons with disabilities between levels of education, from early childhood education to the primary level, and from there to middle and secondary school, then on to tertiary education.

55. On the basis of article 24 of the Convention on the Rights of Persons with Disabilities, on education, the speaker emphasized the need to advocate clear education policies coordinated within the

State in a cross-sectoral manner, especially with the health sector, such that persons with disabilities would enjoy access to free, quality, inclusive primary and secondary education, under equal conditions with the rest of the community in which they lived. In this framework, the Foundation proposed strengthening early education and continuous teacher training, and implementing coaching schemes in educational establishments, with a view to analysing their inclusion of diversity and responses to the needs of all students. This sort of scheme should give rise to careful reflection jointly with teachers; stronger teaching practices; the review of study and assessment plans with the school management; flexibilization of curricula towards the development of social, practical, affective and emotional skills; the provision of technical aids and learning support material; real participation by persons with disabilities in all aspects of the education process; and support for their families. In this respect, the impact assessment performed by the Foundation in 2012 had shown that these inclusive education initiatives reduced the probability of school dropout by 65% among students with disabilities and increased by 31% their probability of attending an educational establishment. In closing, the expert recalled that education generated returns for society in general and that receiving a quality education fed into greater labour market inclusion and impacted favourably on an individual's surroundings.

56. The Coordinator of the Centre for Research on Inclusion of Persons with Disabilities of Santa Catarina Technological University (Mexico) began her presentation on gaps and exclusion in tertiary education with a reflection on how the way disability was conceptualized impacted the education models in vogue. She distinguished between the model based on special schools and protected workshops for people considered incapable of being functional in the organization of their own lives and the model based on inclusive education systems for bearers of rights. In this framework, she identified the main causes of exclusion and structural gaps in access to tertiary education by persons with disabilities: (i) the maintenance of special education instances that ran contrary to the Convention; (ii) the continued existence of inflexible education systems which were not open to diversity, and (iii) the lack of care and preparation on the part of universities to meet the needs of students with disabilities. These three causes were closely related and should be analysed systemically. There were experiences of inclusive education in Latin America, but these were isolated cases, which often depended on individual commitments and were not protected by an institutional policy or funded from the public budget.

57. On the basis of two works of research conducted by Santa Catarina Technological University and by the University Human Rights Programme of the National Autonomous University of Mexico (UNAM), the expert said that inclusive education policies should be prepared on the basis of four pillars: (i) teaching; (ii) management (entry facilities, information and support for the population with disabilities); (iii) extension courses, and (iv) research. With regard to legislation, she suggested adopting the European model, with reserved enrolment quotas for students with disability, like the quotas reserved by UNAM for students from indigenous populations. Other proposals for the inclusion of persons with disabilities included free enrolment and grants, the provision of personalized technical aids to provide equality of conditions within the establishment, the adaptation of university entrance exams and other necessary curricular adaptations, psycho-pedagogical support, sign language interpreting and special transport. In sum, an institutional policy that included an educational development plan, awareness-raising among staff (management, teachers, technicians and the administration) and students, as well as accessibility measures, resources and an independent budget, overseen by a coordinating office staffed by personnel with technical training in disability issues.

58. In the subsequent discussion, statements were made by the leaders of Bioscorpore and CORFAUSAM, two organizations of person with disabilities. They emphasized the importance of including society civil in all processes of analysis and proposal preparation, and of counteracting the culture of stigma which conveyed erroneous and non-differentiated images of persons with disabilities.

Next, the Regional Secretary for Latin America of the World Federation of the Deaf drew a link between non-fulfilment of the Convention and problems of access to education and universality, for example, owing to the lack of sign language interpreters in the case of persons with hearing disabilities. Instead of being a problem that individuals and their families had to solve, educational establishments and universities should be responsible for ensuring accessibility and means of interpretation. As a positive example, he mentioned the Constitution of the Bolivarian Republic of Venezuela, whose inclusive policies recognized sign language as the natural language of the deaf. He recommended, in this respect, that an accessibility agreement between tertiary education establishments be promoted at the regional level in Latin America.

Panel 4: Inclusion in the labour market and productivity

59. During this panel statements were made by Andrés Yurén, Specialist on Employers' Activities of the ILO Office for the South Cone of Latin America; Pamela Molina Toledo, Project Manager for Economic Opportunities of The Trust for the Americas; Verónica González Bonet, President of the Network for the Rights of Persons with Disabilities (REDI) of Argentina; Germán Barragán, Technical Coordinator of the programme "Productivity covenant for employment of persons with disabilities in Colombia", and Beverly Beckles, Chief Executive Officer of the National Centre for Persons with Disabilities (NCPD) of Trinidad and Tobago.

60. The Specialist on Employers' Activities of the ILO Office for the South Cone of Latin America addressed the employment status of persons with disabilities in Latin America and the Caribbean from three angles: the concept of human rights and non-discrimination, the development of competencies for generating the conditions for employability, and professional rehabilitation in a framework of promotion of decent work. He noted that persons with disabilities experienced the same challenges as the rest of the population, such as poverty and unemployment, but these were worsened by the lack of accessibility to places of work and education in addition to education and employment opportunities themselves. However, the cultural issue was the most complex of all, because it underlay the perceptions from which that lack of accessibility and opportunities grew. It was necessary to analyse how persons with disabilities saw themselves and how their families and society, business and the State saw them. The speaker referred more specifically to awareness-raising in the business world to end the ignorance which still supported many myths. In this regard, he highlighted the qualities of workers with disabilities in terms of productivity, safety, punctuality, absenteeism and loyalty, as well as their valuable problem-solving skills. He then presented data from two studies in private firms (one that covered over three decades) which backed up these observations and demonstrated consumers' support for firms that hired persons with disabilities and chose these firms' products or services over those of firms which did not employ people with disabilities.

61. Lastly, in relation to the role of the State in promoting a culture of diversity, the specialist emphasized that the State had a duty to facilitate, protect and remedy. In other words, the State must create the conditions for inclusive education and facilitate the improvement of employment services, professional training and hiring, by focusing on capacities. It must also guarantee the existence of a universally accessible physical infrastructure, generate legal frameworks that offer due protection to persons with disabilities and, internally, strengthen its own capacity to monitor and oversee employment and guarantee rights through the justice system. In concluding, the speaker recalled that the State was a major employer and should therefore set an example in terms of boosting work inclusion, as well as increasing its role in facilitating cross-cutting inclusion processes.

62. Regarding the theme of innovative experiences in employment inclusion of persons with disabilities, the Project Manager for Economic Opportunities of The Trust for the Americas referred to the experience of the Partnership in Opportunities for Employment through Technology in the Americas (POETA), which was being carried out in four countries of the region —Ecuador, El Salvador, Mexico and Peru— with support from IDB. The programme's aim was to reduce unemployment among persons with disabilities by generating economic opportunities for vulnerable groups. Between 2004 and 2012, 14 countries had taken part with 110 technology centres, 61,000 people trained, 332,376 users and 7,554 employed. The scheme also sought to forge partnerships for inclusion, which clearly highlighted certain challenges. These mainly had to do with safeguarding the human rights of persons with disabilities and the need for a paradigm shift towards the social model of disability, in which inclusion efforts were not a matter of simply being willing to comply with standards, but of real awareness of the wealth created by diversity and equality in the working environment. The lessons arising from the programme included the recognition that inclusion of persons with disabilities was in itself the main tool for awareness-raising and mobilization of the employer sector; that inclusion of persons with disabilities in the labour force, with quality professional training, was crucial for the economic and human development of our societies; that diversity increased productivity; and that the coordination of multisectoral networks between the State, civil society, the private sector and persons with disabilities was the best aid to removing the barrier of ignorance as to how, where and with whom to carry out inclusion processes.

63. With regard to the shift in strategy involved in adopting the social model of inclusion, the expert emphasized that the contradictions existing in welfare-type social security policies needed to be eliminated, since they discouraged the integration of persons with disabilities into the labour market. She insisted on the need to recognize that disability was not incapacity and that even persons with severe disabilities could work. This would, of course, require a change of rationale, with the work environment adapted to the situation of persons with disabilities, and not the other way around. In this regard, there was an important role for reasonable accommodation on the basis of the needs of each individual and the realignment of the division of labour on the basis of the different capacities of the personnel. She underlined a number of achievements of the programme in this process and alluded to, among other things, discussions with companies, diagnoses of employment situations, accessibility guidelines for employers and training modules based on demand in the companies according to their needs (sales strategy, training in the textile industry, in call centres and for telework). Finally, the Project Manager highlighted some of the challenges remaining in the area of employment, in particular: (i) to reduce the gap between the profiles of candidates and of vacant posts; (ii) to promote demand-driven training in the workplace; (iii) to expand networks of inclusive employers; (iv) to promote other recruitment modalities, such as telecommuting; (v) to increase awareness among employers and the community in order to promote the inclusion of persons with disabilities; and (vi) to strengthen the links between the centres linked to the project and organizations of persons with disabilities.

64. The President of REDI began her presentation on workers with disabilities and the right to work with some data from ILO regarding the 470 million working-age persons with disabilities worldwide. Of these, 80% were unemployed, and the group's rate of economic activity was only 30%, half of the rate for persons without disabilities. Exemplifying the discrimination faced by these individuals when they were in employment, the speaker mentioned other ILO figures showing a gap of over 44% between the wages of women with and without disabilities in Australia, and a gap of 49% in the case of men. Her view of the violation of the right to work of persons with disabilities was summed up in a quote from Isabel Ferreira, who had stated that "legislation is no more than a demagogic expression of wishes that, as such, is breached with impunity over and over again by the leaders in power". In that regard, she recalled that disability was associated with people's work capacity according to standards imposed by an economic, political and social system and that, since disability was a product of social relations, the inequality of

their situation per se could only be worsened by the inequalities generated by capitalism. The main cause of unemployment among persons with disabilities was thus not lack of training, but the variables that governed the capitalist system: competence, time, accumulation of resources, and so forth.

65. The expert then recalled the provisions of article 27, on work and employment, of the Convention on the Rights of Persons with Disabilities and reviewed the experiences of Argentina, such as protected workshops and the reserved share of 4% and 5%, respectively, imposed on State agencies and service providers by the Federal Government of Argentina and the government of the city of Buenos Aires, with recourse to contract termination in the event of non-compliance. However, she cautioned that the sheltered workshops were basically segregated work systems based on the overprotective biomedical model and had major limitations, such as low wages, lack of social benefits and lack of priority by the State in tender awards. She reviewed the applicable legislation, the recommendations of the Convention and of ILO, and the proposals of the new Law 26.816 on protected employment, which included strategies for access to the conventional labour market, such as workshops for employment integration and protected labour groups. She deplored the fact that discrimination persisted, for example, in the continued existence of the legal figure of a guardian representing a person with disability and disability pension criteria that excluded those who possessed property, income or resources for earning a living, thus relegating them to poverty. In sum, the representative of REDI said that the State had a central role to play in employment for persons with disabilities, and that it should be required to fulfil its commitments. Although the quota was a positive step, the expert thought that it was not sufficient to break the stigma that had historically weighed on persons with disabilities and excluded them from the labour market. She recommended that the sheltered workshops be transformed into social enterprises with government support and that organizations of persons with disabilities join forces with other disadvantaged groups to fight together for integration.

66. The Technical Coordinator of the programme “Productivity covenant for employment of persons with disabilities in Colombia” referred to the experiences of public-private partnerships for building the capacities of key stakeholders in the process of work inclusion. First, he described the programme, which had been operating for four years in four Colombian cities. It was intended to analyse the work inclusion of persons with disabilities, especially in the business sector, but also in other public and private arenas. Neither the Convention nor the rights-based approach had successfully permeated the practice of persons with disability themselves or companies, or indeed other stakeholders involved in work inclusion. The speaker emphasized that, from the perspective of the Convention and the social model, work inclusion was driven by individuals and firms, not by the State or specialized institutions. However, there was a gap between the two sectors that could be bridged by means of programmes and initiatives to support work inclusion. In this respect, there would be no improvements unless the business sector was transformed to stop creating disabling environments and adopt the objective of formal inclusion in the open labour market. This was not simply a matter of giving an individual a paid activity to perform, but of improving people’s quality of life and independence.

67. The Technical Coordinator went on to note that the emphasis should be on fulfilling the interests of persons with disabilities and companies, in a manner satisfactory to both parties, without including any other stakeholder. He supported the view expressed by the President of REDI, that the sheltered labour approach should be dropped in favour of inclusion of persons with disabilities in the open labour market, as provided in the Convention on the Rights of Persons with Disabilities. Otherwise, programmes risked creating or perpetuating dependence on institutions and work schemes, instead of advocating independence and autonomy. The speaker also wished to dispel the notion that only persons with certain types of disability could work or that they could carry out only certain tasks and activities. With regard to reasonable accommodation for integrated work inclusion, apart from physical and technical adaptations

which often carried a financial cost, the Programme had found that the greatest impact came from organizational changes and shifts in attitudes. This type of change involved other actors: clients, colleagues unsure of how to behave around persons with disabilities, and supervisors who still associated disability with lack of productivity. With that in mind, management measures, evaluation, talks and general awareness-raising could be employed. Finally, the primary factor in achieving work inclusion was careful coordination of stakeholder agendas with a view to aligning the expectations attached to particular jobs and the capacities of individuals. To this effect, the speaker pointed to the need to establish comprehensive information mechanisms, including supply maps for work inclusion, selection processes, recruitment, and so on. He stressed the need to establish general and specific objectives for work inclusion, with categories to describe the situation in the various countries, to define the roadmap for implementation of the model with public policy tools and actions, and to assess whether the Convention's provisions in terms of work inclusion were being fulfilled.

68. The Chief Executive Officer of the National Centre for Persons with Disabilities of Trinidad and Tobago initiated her comments by noting the lack of research on the subject of disability. She referred to the important deficiencies in terms of data analysis in the Caribbean, which prevented adequate evaluation of the situation of persons with disabilities and therefore impeded proper decision making. This could be considered a severe lack of due diligence by the State authorities with respect to the resource management to which people with disabilities were entitled as members of the community. She later addressed the issue of gaps in productivity and labour inclusion of persons with disabilities as a critical problem, since employment was the principal vehicle for ensuring independence, quality of life, safety and the dignity of the person and their family. In a business context motivated by profit, without significant legislation, the training and recruitment of persons with disabilities was difficult, even if they were qualified, so that their right to work was compromised.

69. The Chief Executive Officer then shared the experience of her Centre in collaborating with Repsol, a company that was a pioneer in accessibility and had received the Reina Sofia prize in 2012 in recognition of its work creating job opportunities for persons with disabilities. Together with Repsol, the Centre was conducting a joint national sensitization campaign. This should be complemented with real opportunities supported by the implementation of education and training measures, advocacy efforts focused on the private sector to create a culture of inclusion with a human rights perspective, and the promotion of innovative approaches for the inclusion in the workforce, as well as strengthening public-private alliances for capacity building and the appropriate use of technology to provide options for telecommuting.

70. In the Caribbean region, the expert asserted that there was a great deal of potential for improving the work situation of people with and without disabilities, given that the current market offered many opportunities and there was a demand on the part of employers searching for people with high levels of performance, effort, and professionalism, which also created competition for the available positions. For this reason, the National Centre for Persons with Disabilities of Trinidad and Tobago understood that the best way to fulfil its mandate of promoting long-term employment was to develop talents and abilities and train people to help companies reach their objectives. This strategy had yielded positive results with the graduates of the vocational training programme: annually, of their 35 to 40 graduates, 25 secured full-time work. A tracking study carried out by the Centre that assessed the subsequent stability in these jobs attributed these results in good measure to having a "marketable talent", in addition to their own determination and the support received from their families, friends and networks.

71. The speaker emphasized that the link between personal ability and company needs also spoke to the right to work for all and the equal right of persons with disabilities to have a job that is compatible with their talents and passions. In other words, the type of job that would lead to self-actualization and

allow each person to reach their potential, doing work they loved. Challenges to the enjoyment of this right included some underlying root causes common to the violation of all of the rights of people with disabilities: deficient legislation, inadequate policies, low levels of political commitment (reflected in the fact that only four English-speaking countries had ratified the Convention on the Rights of Persons with Disabilities) and a legal framework that only promoted a minimum standard of living, emphasizing a welfare approach. She underscored the absence of incentives to create the conditions for a culture of inclusion in education, employment, social life, and other areas of life. Like the previous panelists, she reiterated that in order to change the paradigm and create a collective vision of development incorporating strengths and opportunities for all, it was necessary to develop a multipronged strategy in which all interested parties could participate: persons with disabilities, their families and organizations, the business sector, the State and civil society.

Panel 5: Social protection, care and independent living

72. In this panel statements were made by Diane Alméras, Social Affairs Officer with the Social Development Division of ECLAC; Mónica Cortes, Coordinator of the Families for Change Network of Colombia; Inés Elvira Escallón, Consultant for the Americas with Inclusion International, and Merrisa Finch Burke, of the Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth of Saint Vincent and the Grenadines.

73. The Social Affairs Officer of the Social Development Division of ECLAC gave an overview of pension schemes and support for the care of persons with disabilities in the region, in the framework of article 28 of the Convention, concerning an adequate standard of living and social protection. These provisions sought to ensure equal access to: (i) public services, devices and assistance at affordable prices in order to meet disability-related needs; (ii) social protection programmes and poverty reduction strategies; (iii) assistance from the State to cover disability-related expenses, including adequate training, counselling, financial assistance and adequate respite care; and (iv) public housing programmes, plans and retirement benefits.

74. In Latin America, State provision in terms of social protection for persons with disabilities included both contributory and non-contributory schemes. Some countries had both, but the majority based protection almost exclusively on contributory mechanisms offering different modalities of minimum pensions (and in some cases included children with disabilities), when the entitled individual had paid social security contributions for the required period. In general, the amounts provided were around the minimum wage or less, or the amount of the minimum pension for older persons. Of the countries with a universal non-contributory pension, namely, Brazil, the Dominican Republic and Uruguay, only Uruguay provided a monthly benefit of around the minimum wage, with a greater likelihood of ensuring an adequate standard of living. In the Caribbean, the system of social protection was most similar to that of the United Kingdom. An analysis of the data for six Caribbean countries showed that the percentage of social security coverage for persons with disabilities resembled that for older persons. In other words, the quality of coverage for persons with disabilities in every country was directly linked to the breadth of the coverage for the population in general. There were, then, large differences between countries, from Aruba, which came close to universal coverage, to Saint Vincent and the Grenadines, where coverage was a little over or a little less than 20%, for persons with and without disability, respectively.

75. The Social Affairs Officer then described the care needs of persons with disabilities as construed by the different models (biomedical, social and functional autonomy), and indicated that most government programme, especially in the Caribbean, were based on the biomedical model, providing subsidies, health

services and rehabilitation, home care and assistive devices. However, an increasing number of countries in Latin America, and a few in the Caribbean, were beginning to apply the social model paradigm, providing training and support to caregivers, community centres, social integration and employment, special transportation and adapted housing. Although no information was available on the specific initiatives, some countries framed their programmes around concepts of functional autonomy, such as cultural inclusion, the development of autonomy, incentives to remain in the education system, access to credit and legal and independence support. Briefly, the officer drew the attention of the participants to the welfare approach of the great majority of social protection and care programmes and to the shortfall regarding the solidarity pillar. She cautioned that coordinated work was needed by the State with the other actors that provided social protection, to establish comprehensive systems of inclusive protection. Where new legislation was implemented, it should be directed towards defending the right to exercise personal autonomy with a view to independent living. In conclusion, if this approach were to be taken, families also needed education and training to strengthen their capacities to stimulate the development of personal autonomy and support the demands of social organizations of persons with disabilities.

76. The Coordinator of the Families for Change Network of Colombia began her presentation on support to families with disabilities as a key factor in inclusion and social transformation systems, with a description of the 16 organizations that made up the network in 12 Colombian cities. Such organizations aimed to promote the rights of persons with disabilities and influence inclusive development policy, consistently with the mandates of the Convention, which recognized the family as "the natural and fundamental group unit of society [which] should receive the necessary protection and assistance to enable families to contribute towards the full and equal enjoyment of the rights of persons with disabilities".

77. In regard to the current situation of families with a member with disabilities, the speaker said that most were characterized by poverty, since they spent 30% more resources on average than those not in this situation. In addition, often one family member, usually the mother, had to leave paid work (and so stopped receiving income), which further hastened the cycle of poverty and exclusion, in the absence of proposals for inclusion and support services. For the same reason, families reported being alone and overburdened. The general situation of exclusion in itself generated the overprotective barrier being criticized even at this meeting: the existence of "paper" laws that were not properly implemented, disinformation regarding rights, approach to the child or family from a perspective of disease and incapacity based on the all-pervasive medical discourse, acceptance of the welfare support in the absence of any other, and segregated education which promised to provide specialized care. All this condemned the family to ignorance of its role in the social construction of disability. The vision built from a perspective of deficit and exclusion therefore represented another social construct opposing the inclusion of children with disabilities and creating obstacles to those families who did decide to take a different stance and embrace new opportunities for their members with disabilities. Thus clashes arose as to the very meaning of enjoyment of rights.

78. In response to this diagnosis, the Coordinator of the Families for Change Network presented the training and action model prepared with technical and financial support from international cooperation agencies. It had three components:

(i) Providing training to give families a new vision of disability, in order to throw down myths and change imaginaries, and thus build a clear concept of inclusion which families could use with their children.

(ii) Generating a different awareness of their children's situation, based on knowledge of their rights and the explanation of services, resources and supports available and how to access them, of which families were often completely unaware.

(iii) Advocate real action through collaboration in networks to impact on policies and tap families' cumulative store of knowledge on the situation of persons with certain types of disability, for example intellectual and mental disabilities.

79. Recognizing that families themselves might resist this model of training, especially with regard to changing awareness and leading actions of public impact, the speaker stressed that families needed the support of the State to really contribute to enabling persons with disabilities to fully enjoy their rights on an equal footing. This meant ensuring access to education and training, social protection and opportunities for autonomy that would provide the assistance and resources needed by persons with disabilities and their families. This would let them regain control over their lives, generate income and develop a different vision, a win-win situation for all parties, including the State and society as a whole.

80. In her statement, the consultant for the Americas with Inclusion International emphasized the need to adjust public policies in terms of social protection for persons with disabilities, to encourage independent living and the right to decision-making and self-determination. In this respect, the programmes offered by most of the governments in the region (and the world) consisted of financial support for vulnerable and incompetent people in need of protection, in an charity-based aid framework that perpetuated poverty, exclusion and isolation. In some cases, such as intellectual disabilities, this approach could lead to abandonment or institutionalization where families received no support from the community or the State. She quoted from Inclusion International's global report on living and being included in the community, which found that families also suffered exclusion, despite being, in general, the main source of support and care for a person with disabilities, and the strongest advocate for their rights. Specifically, social protection programmes for persons with intellectual disabilities not only induced segregation, exclusion and abandonment, but were implemented under conditions that negated the right to autonomy, self-determination, independence, decision-making ability and the possibility of learning from mistakes.

81. The speaker then explained that the inclusion in the community required coordinating opportunities for choice, available supports and inclusive systems of access to education, health, employment and transport, political processes and culture, including religious groups. In a framework of rights, this meant first listening to the voice of persons with disabilities and their families, and strengthening their capacities to defend their rights, as well as mobilizing their organizations more strongly. Their participation was needed to organize the shift towards inclusion by service providers, after gaining a clear understanding of what support was needed. Inclusion International proposed that the strategies and policies adopted to this end should aim to: (i) change the concept of protection to one based on rights, independent living and inclusion in the community; (ii) build capacities on the basis of rights and impact; (iii) fund families, not services; (iv) understand and value the role which parents can play in their children's lives, as supporters and advocates of inclusion, together with acknowledging their support needs; and (v) study the processes under way in other countries in similar situations, seeking successful models of innovation to learn from, especially in relation to deinstitutionalization. A final recommendation was hold off from making proposals to change existing exclusionary policies and laws until this process was completed, to make sure that inclusion was genuinely interactive.

82. The representative of the Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth of Saint Vincent and the Grenadines began her commentary on the experience of government social programmes by reaffirming what was mentioned by previous panellists regarding the significant deficits of these programmes in the region and the need to focus on inclusion and support for the family, as well as the right to decision-making and self-determination. She acknowledged that her country also had a limited number of subsidies for the community of people with disabilities, in addition to differentiated special education and health care services. Moreover, after the ratification of the Convention on the Rights of Persons with Disabilities in 2010, mechanisms for institutional coordination were put in place to improve interventions with the aim of advancing from the current situation to one of progressive empowerment for the community of persons with disabilities. This would be the true test of development.

83. After carrying out a review-overview by type of disability based on a national registry of persons with disabilities set up with technical assistance from the Government of Cuba, Saint Vincent and the Grenadines was developing a central system to track the types of benefits people with disabilities received in order to gather information about these benefits and to determine their impact on the people that received them in terms of their personal situation, development and autonomy —as the only way to estimate advances towards fulfilment of the Convention's mandates. The speaker especially commended the fact that these data were already turning into knowledge for the formulation, implementation, monitoring and evaluation of public policies, in addition to serving as the basis for a 50% increase in the number of people receiving disability benefits in 2013. Despite these achievements, the representative warned that challenges persisted in the short, medium and long run, such as insufficient budgets, reduced institutional capacity for implementation in both the public and private sector, limited trust on the part of people with disabilities and their families in the long-term results of the empowerment plans and programmes, and limited compliance with national legislation and the international and Inter-American conventions. All this slowed the rate of implementation even when attempts were under way to provide services that responded progressively to the standards of the Convention.

84. The representative for the Government of Saint Vincent and the Grenadines went on to explain that, while her Government was one of the few to have signed and ratified the Convention in the Caribbean (despite lacking the necessary resources), the above-mentioned obstacles affected the institutional functioning of all the countries in the subregion. Based on her experience, she made the following recommendations to ensure the empowerment of persons with disabilities: (i) develop a national strategy to guide the framework for the design, implementation, monitoring, and evaluation of the programmes for the community of persons with disabilities; (ii) evidence-based decision making; (iii) development of empowerment plans through coordination mechanisms that define the role of all of the actors involved; (iv) the development of a culturally-specific communication strategy for each community; (v) work training programmes and subsidies to support employment measures. She stressed that these strategies could not be "one size fits all." Moreover, she noted that it was critical to design a joint national-level mapping of available information about the implementation of said strategies and of people with disabilities and their different types of vulnerability. This in addition to a register of poverty and allegations of child abuse and domestic violence, in order to identify the way forward and to monitor the implementation of benefits systems and empowerment plans in the long-term. With respect to poverty, she commented nonetheless that a social protection strategy for people with disabilities could not simply be aligned over the conditionalities of existent programmes conceived to resolve generic problems of poverty; rather it was necessary to develop specific criteria based on their needs and situations. She concluded by proposing to link efforts in Caribbean countries for the creation of a common platform to share knowledge, build competencies and increase capacity towards the fulfilment of the Conventions and their ratification.

85. The panel moderator explained that the Social Development Division of ECLAC maintained an online database of non-contributory social programmes in Latin America and the Caribbean, which contained a map of conditional-transfer-based poverty reduction schemes and of social pensions for older persons and persons with disabilities. At the end of the discussion, the Senator from Jamaica requested the floor to describe briefly the process under way in his Government to implement a protection and social welfare system. He also seconded the warning of the representative of the Ministry of National Mobilization, Social Development, Family, Gender Affairs, Persons with Disabilities and Youth of Saint Vincent and the Grenadines regarding "one size fits all" programmes. Schemes had to be designed in a way that included and considered the specific characteristics of persons with disabilities.

Panel 6: Institution- and community-building: positive practices and obstacles encountered by the national machineries

(a) Country cases

86. In this panel discussion statements were made by Carolina Cuevas, of the Saldarriaga Concha Foundation (Colombia); María Ximena Rivas, Director of the National Disability Service of Chile (SENADIS); Ana María Peñuela, representative of the Ministry of Health and Social Protection of Colombia; Floyd Morris, Senator from Jamaica; Camerina Robles Cuéllar, President of the Mexican Agency for Comprehensive Development of the Visually Disabled (IAP), in representation of COAMEX; Oris Salazar, Adviser to the Directorate General of the National Disability Secretariat (SENADIS) of Panama; and Alex Esteban Camacho Vásconez, Secretary-General of the Office of the Vice President of Ecuador. Comments were then made by Luis Fernando Astorga Gatjens, Executive Director of the Inter-American Institute on Disability and Inclusive Development, and Mercedes Carrillo, expert from the Department of Social Development and Employment of OAS.

87. The Impact on Public Policies Leader of the Saldarriaga Concha Foundation presented a proposed index of capacity-development of the actors involved in social inclusion processes and of the guarantee of the rights of persons with disabilities, aligned with the substantive contents of the Convention on the Rights of Persons with Disabilities. She drew attention to the importance of establishing criteria for evaluating whether the proposed policies, institutional design and management really generated inclusion, by building people's capacities and strengthening a sustainable institutional structure. Without such criteria, it would be difficult to assess whether the image of persons with disabilities was merely being used without offering a real possibility for articulation and coordination, a plan for technical assistance to the agencies responsible and an information and oversight system, as well as a clear strategy for giving support to families and individuals. Another key aspect was to ascertain whether a policy was effective and efficient, that is, whether it was having an impact. The speaker proposed the closing of gaps as a basic criterion for evaluating the efficiency of a social inclusion policy. For example, the closing of gaps in literacy or in access to tertiary education, in the coverage and quality of health care systems or in access to the labour market. She emphasized that well-designed institutions were fundamental in achieving this and that, without a clear system, it would be hard to countries to generate genuine inclusion.

88. The Director of SENADIS gave an overview of the institutional structure of disability in Chile since the ratification of the Convention in August 2008. That act had marked the start of a normative change in Chile and the emergence of a new paradigm, in which disability ceased to be a matter of health and rehabilitation. She compared, first, the contents of the Law on the social integration of persons with disabilities of 1994 and the Law on social inclusion of 2010, which set standards on equality of opportunity and established for the first time in the legislation the principles of independent living, universal accessibility, universal design, intersectorality, participation and dialogue. The new public

institutionality on disability consisted of an interministerial committee, SENADIS, in its role as intersectoral coordinator and technical advisor, and a consultative committee comprising the speaker, five representatives of nationwide organizations of persons with disabilities, one representative each of the business sector and workers' organizations, and two from private non-profit institutions set up to care for persons with disabilities. The speaker then gave more information about aspects related to community-building itself, which had led to: (i) participatory preparation of a proposed national policy on autonomy and independence; (ii) the construction of an inclusion plan for early childhood and early care, and (iii) a number of specific initiatives for strengthening society civil organizations, including interactive dialogues and leadership workshops.

89. The representative of the Ministry of Health and Social Protection of Colombia referred to the country's comprehensive policy on early childhood development through integrated care for all children in Colombia. The policy had three basic elements: (i) an integrated approach to children as bearers of rights, active beings and participants in their own development; (ii) an integrated care route through an intersectoral network including early education programmes and the family as a social determinant; and (iii) the quality of care offered by the public health system, for which purpose research had been carried out to establish appropriate criteria. The Colombian Family Welfare Institute coordinated the National Family Welfare System together with the entities belonging to the social protection system and oversaw compliance with quality standards in early childhood education services. Furthermore, the Institute was responsible for early childhood care in whatever environment children were, whether the home, health centres, schools or the public space. The speaker reaffirmed comments made during the first panel the previous day, with regard to the importance of territorial management and the commitment of all actors and sectors, especially at the municipal level, to make the strategy sustainable. In this framework, management accords were set up with governors and mayors to strengthen all sectors, and to generate public–private partnerships as a way to bolster civil society, advocate social mobilization and define an agenda for creating knowledge and evaluations. In concluding, the speaker highlighted the importance of information systems throughout the process, not only for capturing information on children with disabilities through censuses and surveys, but also for obtaining information about children's settings, the quality of their development and institutional accommodations.

90. The Senator of Jamaica remarked that, in 2007, his country had been the first in the world to ratify the Convention on the Rights of Persons with Disabilities, whose implementation had been supervised since 2010 by a national advisory commission which was initially established at the end of the 1990s. This commission reported directly to the Ministry of Labour and Social Security. This entity had responsibility for monitoring the situation of people with disability, who also formed part of the commission and presided over a series of special subcommittees that were created to monitor respect for their rights. He explained that these subcommittees presented monthly reports to the commission, on the basis of which decisions were made that were then sent to the cabinet for ratification. In addition to subcommittees in the areas of legislation, education and training, friendly city and public education there was also a subcommittee on subsidies aimed at generating autonomy, whose funds were used to lend assistance to people with disabilities, provide assistive devices, incentivize autonomous work schemes or give scholarships for tertiary education. The Senator commented that, despite this joint work and the existence of pertinent legislation to safeguard the rights of people with disabilities, the pace of enacting legislation was too slow. Other pending challenges were that the advisory commission was not yet incorporated into the government structure and that its subsistence depended heavily on external funding which, furthermore, had decreased owing to the fact that Jamaica was now considered a middle-income country, despite its high level of debt. With respect to strengthening the community, he explained that monitoring the implementation of the Convention was done both through the internal mechanism and the

Combined Disabilities Association, a non-governmental organization of persons with disabilities that had become an independent monitoring mechanism.

91. The President of IAP inroduced the eight civil society organizations which made up COAMEX, whose first joint action had been to prepare and present the alternative report to the Committee on the Rights of Persons with Disabilities. After reviewing the initiatives of COAMEX, she reflected upon the shortcomings and challenges of the Mexican State, despite its apparent commitment to the rights of persons with disabilities. For example, the lack of reliable data from the National Institute of Statistics and Geography (INEGI) was regrettable. According to INEGI, only 5.1% of the total population had some type of disability. She also condemned the prevalence of the welfare-medical approach in many federal and state government entities. She then indicated that, according to the official records of the National Council to Prevent Discrimination (CONAPRED), 65% of persons with disabilities considered that their rights were not respected and faced issues such as unemployment, discrimination, lack of government support, lack of health services and infrastructure for inclusive education, or poor conditions in the national penitentiary system. With a view to strengthening the national institutions responsible for full inclusion of persons with disabilities, the representative of COAMEX referred to several requirements, including the need to allocate budgets, consolidate the achievements and best practices of previous administrations and of civil society organizations, which were the fruit of the struggle by persons with disabilities, set up initiatives within the three powers of government, consolidate a national information system on the number of persons with disabilities and the services available to them and advocate the harmonization of Mexican laws with the provisions of the Convention to guarantee the full enjoyment of their rights.

92. The adviser to the Directorate General of the National Disability Secretariat (SENADIS) of Panama referred to the legislative background for the issue of disability and the creation of SENADIS, which had been set up in 2007 in response to demand from the movement of organizations of persons with disabilities and their families. It was an autonomous State entity with legal personality, independence in its internal regime and its own assets. Its purpose was to advocate an inclusive and solidary society through a change in attitude, respect for human rights and the levelling of opportunities. The speaker described mechanisms by which social inclusion policy was coordinated within the State structure, and at the political, operational and executive levels, with offices in all the provinces of Panama. At the political level, she mentioned the National Advisory Council on Disability (CONADIS), a democratic participatory body comprising all the public, private and civil society institutions directly associated with disability. The Council was chaired by the President of the Republic and was made up of a set of working commissions on health and social security, labour issues, economy, human rights and legislation, culture, physical activity and sport, tourism and accessibility of the physical environment and of information. The adviser underlined that, despite major progress, several obstacles remained, including the low hierarchical level of offices for levelling of opportunities, whose decisions did not reach senior authorities. The lack of budget and up-to-date statistical data was also an issue. With regard to unpaid debts, the speaker reported that a second nationwide survey on disability was being prepared for 2014 and work was under way on assessment and certification of disability, on the basis of parameters established by the International Classification of Functioning, Disability and Health (ICF). This would allow those who entered the system access to the measures for levelling opportunities provided under Panamanian law, and would generate the information needed to improve the creation, implementation and impact of policies, plans and projects that could contribute to better and more effective social inclusion of persons with disabilities.

93. The Secretary-General of the Office of the Vice President of Ecuador gave an overview of the legal standards in place in his country and the institution-building measures implemented by the Government. These included the presidential declaration on the prevention of disability as a State policy

and the inclusion in the Constitution of 2008 of the recommendations of the Convention on the Rights of Persons with Disabilities. He then set forth information on the development starting in 2009 of the Manuela Espejo Mission and the national bio-psychosocial and clinical-genetic study of persons with disabilities, which made it possible to reach all persons with disabilities for the first time by means of geolocation. This process helped to create a virtuous cycle of research-care-prevention-inclusion-research, as well as a range of economic and social benefits, from allowances for caregivers, to provision of assistive devices and prevention and screening activities, to major achievements in terms of educational, labour and cultural inclusion. The activities of the solidarity Mission culminated with the participation of persons with disabilities in decision-making and in the participatory construction of the Organic Law on Disabilities of 2012, the only legislation in the history of Panama to have been approved unanimously. This process had involved 15 ministries, another 15 institutions, organizations of persons with disabilities and the National Council for Persons with Disabilities (CONADIS). The representative concluded by emphasizing the key role of political will, economic support, a strategy of research and action generating an evidence-based, integrated sectoral response, the collection and harmonization of information on the impact of disability in all aspects of daily life, and sensitization processes. During the questions that followed his presentation, the speaker explained in greater detail how the initiatives of the Government of Ecuador and the Vice-President Lenín Moreno dovetailed sustainably with the National Development Plan and the National Plan for Living Well. He availed himself of the opportunity to announce the creation of a Manuela Espejo National Secretariat for Disabilities, within the purview of the Office of the Vice-President, to safeguard the lasting establishment of the processes begun with the solidarity Mission and ensure the mainstreaming of the public policy on disability into the State structure.

(b) Comments on the regional situation

94. The Executive Director of the Inter-American Institute on Disability and Inclusive Development (IIDI) began his comments on the regional situation with an account of the constructive contribution made by persons with disabilities to the negotiations prior to the preparation of the Convention on the Rights of Persons with Disabilities. He commended the fact that almost all the countries in the region had signed the Convention and that some had incorporated its provisions into the constitution (such as Bolivia (Plurinational State of) and Ecuador). However, it was unfortunate that the powerful role of persons with disabilities in the construction of this international treaty was not reflected in its implementation and that the State had not pursued the progressive and sustainable compliance programme that the treaty should have become after its signature and ratification. Among other "shadows", he mentioned the vicious cycle of poverty and disability, limited access to health programmes, education marked by exclusion and low quality, work inclusion that was largely "symbolic" and the limitations of social protection. He also regretted that movements of persons with disabilities were still weak, and had little capacity for political influence and proposals, and did not all fully embrace the social and human rights model. In this respect, he recalled the historical weight of civil society in winning rights. For example, the progress achieved in women's rights was due to the lead of the feminist movements.

95. The speaker recalled the maxim "no law without action" and urged States to carry out the implementation tasks set forth in article 4 of the Convention on general obligations, which meant, in turn, mainstreaming a human rights approach throughout their work, whether legislative, executive or judicial. It also meant promoting the political and social participation of persons with disabilities and strengthening their organizations, as recommended in article 29. He suggested that persons with disabilities and their organizations should form partnerships with shared platforms. In this regard, organized families should play a very active role in advocating their children's rights and be allies in processes of political influence and oversight of the rights of persons with disabilities. In concluding, he requested OAS to ensure that the Inter-American Convention on the Elimination of All Forms of

Discrimination against Persons with Disabilities be adjusted to the precepts of the Convention on the Rights of Persons with Disabilities, especially with regard to strengthening legal capacity. He also drew attention to the opportunity offered by the construction of an agenda for development beyond 2015 in terms of enabling persons with disabilities to influence development plans and comply with the provisions of article 32 of the Convention on international cooperation.

96. The expert from the Department of Social Development and Employment of OAS organized her comments around the progress and difficulties reported in the first reports on compliance with the Inter-American Convention presented to the General Assembly of OAS in 2010. These documents would serve as a frame of reference for the analysis of the second compliance reports, which were now being prepared and would be available in 2014. The following difficulties were shared by all countries: (i) limited dissemination and promotion of the rights of persons with disabilities in general; (ii) insufficient training of government staff on the issue; (iii) persistence of the medical rehabilitation model instead of the human rights model in the health sphere; (iv) gaps in the scope of the basic government services provided to populations in remote areas; (v) shortage of sensitization campaigns to drive a cultural change in the perception of the potential of persons with disabilities; (vi) persistence of architectural barriers that contravened the law on free transit; (vii) lack of dissemination of the international and Inter-American conventions, beyond the community of persons with disabilities; (viii) contradictions in the analysis of available statistical data; (ix) lack of plans of action or national public policies; (x) insufficient allocations for national disability councils in national budgets; and (xi) obstacles to political participation, for example in the case of inaccessible electoral processes.

97. The OAS expert also highlighted positive international practices that combatted these obstacles. In this respect she drew attention to: (i) specific national disability laws in Chile, Costa Rica, Haiti, Mexico, Nicaragua and Uruguay; (ii) the establishment of the Office of the Procurator for Defence of the Human Rights of Persons with Disabilities in Nicaragua and of work inclusion office in ministries of labour in Argentina, Mexico and Panama; (iii) the inclusion of a disability perspective in the budget of Mexico and the creation in Uruguay of a rotating fund for developing projects submitted by organizations of persons with disabilities; (iv) the recent preparation of a mock accessible election process in Mexico; (v) inclusive education plans and care for disability in Panama and the Dominican Republic; (vi) progress in compiling statistics and data in Brazil and Chile, with a special mention for the First National Disability Survey (PENDIS) of 2006 in Panama; (vii) the mass social sensitization campaign conducted over radio and television in the Dominican Republic; and (viii) the community-based rehabilitation programme in Uruguay.

98. With regard to accessibility problems, the OAS expert highlighted the adoption in Colombia of Decree 1538 for governing basic accessibility in public spaces and in housing, the start of the first phase of 100% accessible public transport in one municipality in Guatemala, the National Universal Accessibility Plan in Panama and Law 17.497 on accessibility in buildings in Uruguay. With regard to disability certification, she mentioned the governments of Argentina, Nicaragua and Uruguay, which were awarding access certificates to health services and offering free public transport for persons with disabilities.

99. Lastly, statements were made by representatives of the Latin American Blind Union (ULAC), CORFAUSAM and Bioscorpore, who underscored the prime importance of strengthening civil society organizations and individual and community participation by persons with disabilities in all political and social processes. They drew attention to other forms of exclusion which arose from action in favour of persons with disabilities and arose from the over-exposure of their situation and conditions. In this respect, they regretted that this apparent visibility did not mean treating persons with disabilities as political subjects and bearers of rights, but as strategic economic policy objectives.

Panel 7: Strategic priorities of the regional agenda

100. In this panel statements were made by Martín Hopenhayn, Chief of the Social Development Division of ECLAC; María Elisa Bernal, Social Affairs Officer of the Social Development Division; María Verónica Reina, Executive Director of the Global Partnership for Disability and Development; Carolina Cuevas, of the Saldarriaga Concha Foundation (Colombia); Pamela Molina, Project Manager with The Trust for the Americas; María Soledad Cisternas Reyes, President of the Committee on the Rights of Persons with Disabilities; and Floyd Morris, President of the Senate of Jamaica.

101. With questions and observations from the participating experts and civil society, the members of the panel carefully reviewed the preliminary proposal of strategic priorities submitted for consideration by the Social Affairs Officer of the Social Development Division of ECLAC. This proposal had been consolidated prior to the meeting, on the basis of the outcomes of an online consultation, in which 22 experts and organizations of persons with disabilities from all over the region had taken part. Like the work programme for the meeting, the themes of the consultation had focused on issues that were structurally related to protection and enjoyment of the right to live an independent and participatory life. They referred to the effective exercise of rights; inclusive education; work inclusion and productivity; social protection, care and independent living; and institutional and community strengthening for the implementation of the Convention.

102. At the end of the day's work, consensus was reached on the regional priorities set forth in the section on general recommendations in this report, with a view to including disability in the post-2015 development agenda.

2. Closing session

103. In his closing remarks, the Chief of the Social Development Division thanked all the individuals and organizations who had contributed to the success of the meeting, giving special mention to the occupational therapy students of the University of Chile, who had volunteered as personal assistants during the meeting. Above all, he thanked the participants for their commitment since they had come not only as experts, but also as individuals truly committed to transforming their knowledge and information into action. He recognized that, although great efforts had been made to make the meeting as accessible as possible, there were shortcomings with regard to document accessibility. He apologized for that and gave assurances that corrective measures would be taken for another occasion. He then gave the floor to the representatives of the Saldarriaga Concha Foundation and The Trust for the Americas, whose collaboration had been fundamental for the organization of the meeting. The speakers expressed their wish to continue working with ECLAC in the effort to include the issue of disability in the regional development agenda.

C. GENERAL RECOMMENDATIONS

104. The following general recommendations were made to governments:

(i) Urge all the countries of Latin America and the Caribbean to ratify the Convention on the Rights of Persons with Disabilities and its Optional Protocol, and those countries which still express reservations to the Convention to eliminate them.

(ii) Affirm the duty of due diligence of the four powers of the State (legislative, executive, judicial and electoral) and safeguard the enforceability and justiciability before the courts of all human rights —civil and political, economic, social and cultural— of persons with disabilities.

(iii) Create mechanisms to monitor compliance with the provisions of the Convention in accordance with the recommendations of article 33.

(iv) Review existing national legislation to ensure its compatibility with the principles of the Convention, at both macro and sectoral levels in areas of major importance, such as education, health, social protection, the labour market, housing and urban development.

(v) Ensure that national laws and policy guidelines are regulated and clearly define the actions to be taken.

(vi) Include in the rules for implementing the Convention measures to strengthen the legal capacity of persons with disabilities and lift all barriers to their full access to justice, without which it is impossible to exercise any other right.

(vii) Include in the rules for implementing the Convention explicit references to indigenous and Afro-descendent persons with disabilities, and to women and children with disabilities.

(viii) Affirm the right to political participation of all persons with disabilities, including girls and boys, in accordance with Recommendation 1 (2009) of the Committee on the Rights of Persons with Disabilities.

(ix) Take all necessary steps to ensure that persons with disabilities, their families, the education system, the social protection system and all institutions involved in inclusive education and work inclusion are familiar with and understand the Convention.

(x) Advocate horizontal cooperation strategies for sharing different aspects of positive experiences by persons with disabilities, including the creation and updating of project databanks with best practices and innovations in models of work and care for persons with disabilities.

(xi) Whenever possible, promote synergies between existing institutions instead of creating new entities.

(xii) Ensure sufficient budget allocations to provide for the implementation of the activities and actions proposed, and generate specific budget oversight procedures.

(xiii) Prohibit the use of persons with disabilities in actions and campaigns to collect donations.

(xiv) Build indicators for following up inclusion processes in all spheres, taking into account those already existing in the region in the framework of OAS and ILO.

105. The following general recommendations were made to the international community:

(i) Include the following conventions among the documents and principles underpinning the United Nations Global Compact: Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159) and the Convention on the Rights of Persons with Disabilities.

(ii) Include the issue of persons with disabilities, with specific targets, in the Millennium Development Goals (MDG) and the sustainable development goals beyond 2015.

(iii) Request donor organizations in the international community to take into account, as a matter of obligation, broad criteria on accessibility and inclusion of persons with disabilities in their international cooperation, financing and lending activities.

1. Specific recommendations to governments

106. Recommendations regarding the effectiveness and full enjoyment of rights by persons with disabilities:

(i) Afford particular attention to the implementation of articles 12, 13, 16, 18 and 29 of the Convention.

(ii) Establish channels to enable persons with disabilities, with the necessary support, to submit complaints on human rights issues and on laws which are not applied or not enforced.

(iii) Ensure that all persons with some type of disability and their families are aware of their rights and how to exercise them.

(iv) Include disability issues in all guidelines on human rights and human rights advocacy at the national level.

(v) Create government entities to deal with the violation of the rights of persons with disabilities, including reasonable accommodations.

(vi) Afford particular attention to persons with disabilities in migratory processes, to ensure that they enjoy the same rights in host countries and do not suffer discrimination.

107. Recommendations regarding inclusive, quality education:

(i) Ensure the full implementation of article 24 of the Convention.

(ii) In all the countries, establish an inclusive education system at all levels of education, and eliminate from legislation and education policy those barriers that lead to exclusion by reason of disability.

(iii) Establish, in all public and private schools, a system for detecting and acting upon disability from early childhood.

(iv) Guarantee children with disabilities access to regular education, ensuring quality by providing the necessary assistive devices, curricular adaptations and evaluation systems.

(v) Design and implement indicators of the results of inclusion in education.

(vi) Make use of funds reserved hitherto for special education to ensure that the resources are available to enable inclusive quality education, from kindergartens upwards.

(vii) Afford priority to implementing reasonable accommodations and immediate compliance with them.

(viii) Promote digital access for persons with disabilities, in accordance with the most recent technical specifications.

(ix) Ensure that educational establishments have national sign language interpreters for deaf and deaf-blind persons, and material in Braille and large print versions, to make real inclusion possible.

(x) Bolster access to tertiary education.

108. Recommendations regarding work inclusion and productivity:

(i) Ensure full implementation of article 27 of the Convention.

(ii) Promote affirmative action on work inclusion as a temporary measure and with due oversight, especially in State institutions.

(iii) Ensure access to quality jobs.

(iv) Afford priority to the implementation of reasonable accommodations and immediate compliance with them.

(v) Work with families, businesses, unions and economic associations, organizations of persons with disabilities and civil servants to promote understanding of the full capacities of persons with disabilities, emphasizing that work inclusion is not an act of charity.

(vi) Set up work inclusion programmes, especially at the workplace level, a mechanism that has had very good results in Europe, especially for persons with cognitive disabilities.

(vii) Work to convert protected employment systems into social enterprises.

(viii) Promote the extension of microenterprise credits to persons with disabilities and their families.

(ix) Advocate the inclusion of persons with disabilities in trade unions.

109. Recommendations regarding protection and social security:

(i) Ensure full implementation of article 28 of the Convention.

(ii) Implement universal, non-contributory pension schemes for persons with disabilities, ensuring a monthly benefit of not less than the minimum wage.

(iii) Verify equal access for persons with disabilities to drinking water and other utilities, including through subsidization.

(iv) Integrate the coverage of medicines, medical devices and therapies into public insurance and ensure the provision of medication and rehabilitation services at accessible prices.

(v) Prepare policies on mental health in keeping with the provisions of the Convention.

110. Recommendations regarding care and independent living:

(i) Afford particular attention to the implementation of articles 9, 19, 20, 21, 22 and 23 of the Convention.

(ii) Advocate the deinstitutionalization of persons with cognitive or psychosocial disabilities and the closure of asylums.

(iii) Provide care and support programmes, if possible free of cost, for persons with disabilities.

(iv) Provide training programmes and support services for independent living for persons with disabilities.

111. Recommendations regarding institutional and community strengthening:

(i) Ensure full implementation of articles 29 and 30 of the Convention.

(ii) Reform national machineries for following up the Convention to make them into independent State bodies with their own budgets.

(iii) Strengthen organizations of persons with disabilities such that they can increase the participation in all spheres, including the political sphere.

(iv) Promote the creation of networks of organizations of persons with disabilities.

(v) Create opportunities for legal assistance for persons with disabilities and their organizations.

112. Recommendations regarding the collecting and processing of information:

(i) Ensure full implementation of article 31 of the Convention.

(ii) Implement a single information and identification system for the population with disabilities, for use in establishing appropriate policies and services.

(iii) Review the methodology, source of information, informer and census and household survey questions that have been used to identify persons with disabilities, with the direction participation of organizations of persons with disabilities.

(iv) Standardize statistics among the different countries of the region.

(v) Ensure that information on persons with disabilities is disaggregated by sex and age.

(vi) Link statistics on persons with disabilities with those of other vulnerable groups, such as migrants, indigenous peoples, Afro-descendants and women who are victims of violence, and identify persons with disabilities within these groups.

(vii) Harmonize the definition of the types of disability and of the support needs for each.

(viii) Ensure the production of quality information within prudential timeframes.

Annex 1

List of participants

A. Estados miembros de la Comisión
Member States of the Commission

BARBADOS
- Kerry Ann Ifill, Senadora y Presidenta del Senado/Senator, President of the Senate (Kerryann.Ifill@barbados.gov.bb)

CHILE
- María Ximena Rivas Asenjo, Directora del Servicio Nacional de la Discapacidad de Chile (SENADIS) (xrivas@senadis.cl) Primera Vicepresidenta del Comité para la Eliminación de Todas las Formas de Discriminación contra Personas con Discapacidades (CEDDIS)
- Juan Andrés Lerdo de Tejada, Jefe, Departamento de Inclusión Laboral, SENADIS
- Óscar Recabarren, Abogado, Subdepartamento de Derecho y Discapacidad, SENADIS
- Álvaro Díaz, Asesor de Estrategias de Dependencia, SENADIS
- Alicia Paz Ortega, Asistente Jurídica, SENADIS
- Elisa Peñaloza, Asistente Jurídica, SENADIS
- Dhayana Guzmán, responsable del tema de discapacidad, Instituto Nacional de Derechos Humanos (INDH) (dguzman@indh.cl)

COLOMBIA
- Ana María Peñuela, Ministerio de Salud y Protección Social (apenuela@minsalud.gov.co)
- María José Ospina Fadul, coordinadora del Grupo de Políticas y Metodologías, Dirección de Bienestar Sectorial y Salud, Ministerio de Defensa Nacional de Colombia (Maria.Ospina@mindefensa.gov.co)

ECUADOR
- Alex Camacho, Secretario General de la Vicepresidencia de la República (alex.camacho@vicepresidencia.gob.ec)
- Rafael Castillo, Asesor del Secretario General de la Vicepresidencia de la República (rafael.castillo@vicepresidencia.gob.ec)
- Lourdes Pereira Sotomayor, Segunda Secretaria del Servicio Exterior, Embajada del Ecuador en Chile (lpereira@mmrree.gob.ec)

JAMAICA
- Floyd Morris, Senador y Presidente del Senado/Senator, President of the Senate (morrisfloyd@gmail.com)
- Denworth Finnikin, Presidente de la Junta Nacional de Asesoramiento para persons with disabilities/ Chair, National Advisory Board for Persons with Disabilities

PANAMÁ/PANAMA
- Oris María Salazar de Carrizo, Asesora, Dirección General de la Secretaría Nacional de Discapacidad (SENADIS) (osalazar@senadis.gob.pa)

SAN VICENTE Y LAS GRANADINAS/SAINT VINCENT AND THE GRENADINES
- Merrisa Finch Burke, Ministerio de Movilización Nacional, Desarrollo Social, Familia, Asuntos de Género, Personas con Discapacidad y Juventud/Ministry of National Mobilisation, Social Development & Youth (merissafinch@hotmail.com)

B. Secretaría de la Organización de las Naciones Unidas
United Nations Secretariat

Oficina del Alto Comisionado de las Naciones Unidas para los Derechos Humanos (ACNUDH)/ Office of the United Nations High Commissioner for Human Rights (OHCHR)/Haut Commissariat aux Droits de l'Homme
- Elisabetta Ferranini, consultora asociada, Santiago de Chile (eferrarini@acnudh.org)

C. Organismos de las Naciones Unidas
United Nations Bodies

Fondo de las Naciones Unidas para la Infancia (UNICEF)/United Nations Children's Fund (UNICEF)
- Tom Olsen, Director, Oficina del UNICEF en Chile (infochile@unicef.org)
- Garren Lumpkin, experto en temas de infancia con discapacidad (hglumpkin@hotmail.com)

D. Organismos especializados
Specialized Agencies

Organización de las Naciones Unidas para la Educación, la Ciencia y la Cultura (UNESCO)/United Nations Educational, Scientific and Cultural Organization (UNESCO)
- Hiroshi Okamoto, asistente en educación inclusiva, OREALC-UNESCO, Santiago (h.okamoto@unesco.org)
- Liliana Mascardi, consultora de estadísticas educativas, UNESCO-Argentina

Organización Internacional del Trabajo (OIT)/International Labour Organization (ILO)
- Andrés Yurén, Especialista en Actividades para los Empleadores, Oficina Internacional del Trabajo para el Cono Sur, Santiago (yuren@oitchile.cl)

Organización Panamericana de la Salud (OPS)/Panamerican Health Organization (PAHO)
- Armando Vásquez, Asesor Regional sobre Discapacidad y Rehabilitación (vasqueza@arg.ops-oms.org)

E. Otras Organizaciones Intergubernamentales
Other Intergovernmental Organizations

Banco Interamericano de Desarrollo (BID)/Fondo Multilateral de Inversiones (FOMIN)/ Inter-American Development Bank (IDB)/Multilateral Investment Fund (MIF)
- German Barragán, coordinador técnico del programa "Pacto de Productividad para la vinculación laboral productiva de personas con discapacidad en Colombia", Bogotá (coordinadorfortalecimiento@pactodeproductividad.com)

Comisión Interamericana de Derechos Humanos (CIDH)/Inter-American Commission on Human Rights (IACHR)
- Rose Marie Belle-Antoine, Comisionada de la Universidad de las Indias Occidentales, Barbados/ Commissioner, University of the West Indies, Barbados (mbantoine@gmail.com)

Organización de los Estados Americanos (OEA)/Organization of American States (OAS)/ Organisation des États américains (OEA)
- Mercedes Carrillo, especialista del Departamento de Desarrollo Social y Empleo, Washington (mcarrillo@oas.org)

F. Organizaciones comunitarias de personas con discapacidad
Community-based organizations of persons with disabilities

Centro para la Independencia de persons with disabilities/Center for Independence of the Disabled
- Monica Bartley, coordinadora de derechos de los votantes, Nueva York/Voting Rights Coordinator, New York (nmbartley@yahoo.com)

Corporación Nacional de Usuarios, Familiares y Amigos de Personas con Afecciones de Salud Mental (CORFAUSAM)
- Miguel Rojas, Presidente, Santiago de Chile (miguelrojas1@gmail.com)
- Alberto Carvajal, Prosecretario, Santiago de Chile (alvemo@gmail.com)

Fundación Paso a Paso
- Olga Montufar, Presidenta, México (montufar31@hotmail.com)

Inclusion International
- Inés Elvira Escallón, consultora para las Américas, Canadá (escallon@rogers.com)

Instituto Interamericano sobre Discapacidad y Desarrollo Inclusivo
- Luis Fernando Astorga Gatjens, Director Ejecutivo, Costa Rica (luferag@ice.co.cr)

Red de familias por el cambio
- Mónica Cortes, coordinadora, Bogotá (monica.cortes@asdown.org)

Red Latinoamericana de Asociaciones de Personas con Discapacidad y sus Familias (RIADIS)
- Enrique Norambuena Aguilar, miembro de la Junta Directiva y Director Región Cono Sur (enorambuena@gmail.com)

G. Organizaciones no gubernamentales de personas con discapacidad
Non-governmental organizations of persons with disabilities

Alianza Mundial para la Discapacidad y el Desarrollo
- María Verónica Reina, Directora Ejecutiva (mreina@worldbank.org)

Asociación de Sordos de Chile (ASOCH)
- Gustavo Vergara Navarro, Presidente (gustavoverg@gmail.com)

Bioscorpore
- Gregorio Pérez-Serrano, Director (gregorio.perez.serrano@gmail.com)

Centro Nacional para persons with disabilities/National Center for Persons with Disabilities (NCPD)
- Beverly Beckles, Directora Ejecutiva, Trinidad y Tabago/Chief Executive Officer, Trinidad and Tobago (ncpd@carib-link.net)

Coalición México por los derechos de persons with disabilities (COAMEX)
- Camerina Robles Cuéllar, Presidenta del Organismo Mexicano Promotor del Desarrollo Integral de los Discapacitados Visuales (IAP) (discapacitadosvisualesiap@yahoo.com.mx)

Colectivo Palos de Ciego
- Juan Carlos Aedo, Representante, Santiago de Chile (jcaedo245@hotmail.com)

Comité Español de Representantes de Personas con Discapacidad (CERMI)
- Pilar Samaniego, especialista en educación inclusiva (psamaniego777@gmail.com)

Federación Mundial de Sordos
- Alexeis Estibill, Secretario Regional para América Latina (mr.alexeis2011@gmail.com)

Red por los Derechos de persons with disabilities (REDI)
- Verónica Carolina González Bonet, Presidente, Argentina (vero.gonzalez.prensa@gmail.com)

Unión Latinoamericana de Ciegos
- Moisés Bauer, Secretario de Derechos Humanos y Asuntos Jurídicos, Brasil (ddhh@ulacdigital.org)
- Dean Lermen, miembro de la Junta Directiva en Representación de las Personas Ciegas en Colombia (deanlg@yahoo.com)

H. Otras organizaciones no gubernamentales
Other non-governmental organizations

Comunidad Indígena Mapuche Kallfulikan
- Samuel Melinao Zavala, Lonko, La Florida, Santiago (lonkomelinao@gmail.com)

I. Otros invitados
Others

Comité sobre los Derechos de Personas con Discapacidades
- María Soledad Cisternas Reyes, Presidenta (soledad.cisternas@gmail.com)

Committee for the Elimination of all forms of Discrimination against Persons with Disabilities (CEDDIS)
- Pablo Rosales, Relator sobre Capacidad Jurídica (pablorosales@fibertel.com.ar)

J. Centros académicos, universidades, fundaciones
Academic centres, universities, foundations

Centro de Investigación en Inclusión para Personas con Discapacidad
- Patricia Brogna, coordinadora, Universidad Tecnológica Santa Catarina (México) (brogna@gmail.com)

Escuela de Terapia Ocupacional de la Universidad de Chile
- Pamela Gutiérrez, Directora, Santiago de Chile (pamelagutierrezm@gmail.com)
- Iván Núñez, estudiante de cuarto año (inunez_in@hotmail.com)
- Camila Macari, estudiante de cuarto (cami.macari@gmail.com)
- Carolina Jensen, estudiante de cuarto año (carolinajensen.v@gmail.com)
- Camila Avillo, estudiante de cuarto (camila.avillo@gmail.com)

Fundación para las Américas/The Trust for the Americas
- Pamela Molina Toledo, Gerente de Proyectos, Washington (PMolina@oas.org)

Fundación Saldarriaga Concha
- Carolina Cuevas Melo, Líder de Incidencia en políticas públicas, Colombia (ccuevas@saldarriagaconcha.org)
- Diana Patricia Martínez, líder de educación inclusiva, Colombia (dmartinez@saldarriagaconcha.org)

K. Intérpretes de lenguaje de señas
Sign language interpreters

- Alejandro Ibacache, Intérprete de lenguaje de señas chileno
- Marcela Muñoz, Intérprete de lenguaje de señas chileno

L. Prensa
Mass media

- Andrea Medina, Periodista, Servicio Nacional de la Discapacidad de Chile (SENADIS)
- John Sepúlveda, Periodista, Departamento de Prensa, Asociación de Sordos de Chile (ASOCH)

M. Secretaría
Secretariat

Comisión Económica para América Latina y el Caribe (CEPAL)/Economic Commission for Latin America and the Caribbean (ECLAC)

- Antonio Prado, Secretario Ejecutivo Adjunto de la CEPAL/Deputy Executive Secretary
- Martín Hopenhayn, Director de la División de Desarrollo Social/Chief, Social Development Division (martin.hopenhayn@cepal.org)
- María Nieves Rico, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division
- Ana Sojo, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division
- Simone Cecchini, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division
- María Elisa Bernal, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division (MariaElisa.Bernal@cepal.org)
- Daniela Trucco, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division
- Diane Alméras, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division (Diane.almeras@cepal.org)
- Fabiana del Popolo, Oficial de Asuntos de Población, CELADE-División de Población/Population Affairs Officer, Population Division (CELADE) (Fabiana.Delpopolo@cepal.org)
- Heidi Ullmann, Oficial de Asuntos Sociales, División de Desarrollo Social/Social Affairs Officer, Social Development Division
- Dustin Robertson, Practicante, División de Desarrollo Social/Intern, Social Development Division

Annex 2

List of documents

- "Acceso a los servicios educativos en América Latina y el Caribe", presentation by Pilar Samaniego, Spanish Committee of Representatives of Persons with Disabilities (CERMI) and Senator Kerry Ann Ifill, President of the Senate of Barbados.

- "Cases of human rights violations against persons with disabilities reported to the Inter-American Commission on Human Rights", presentation by Rose Marie Belle Antoine, University of the West Indies, representative of the Inter-American Commission on Human Rights (IACHR).

- ECLAC (Economic Commission for Latin America and the Caribbean) (2012), "Autonomy and independence: caring for persons with disabilities", *Social Panorama of Latin America, 2012* (LC/G.2557-P), Santiago, Chile. United Nations publication, Sales No. E.13.II.G.6.

- ECLAC/UNICEF (Economic Commission for Latin America and the Caribbean/United Nations Children's Fund) (2013), "Rights of children and adolescents with disabilities", *Challenges Bulletin*, No. 4, Santiago, Chile, April.

- "Comentario sobre la información disponible", presented by Fabiana del Popolo, Population Affairs Officer, CELADE-Population Division of ECLAC.

- "De programas sociales a políticas públicas de educación inclusiva de calidad", presentation by Diana Patricia Martínez, inclusive education leader with Saldarriaga Concha Foundation of Colombia.

- "Diagnóstico y detección temprana de la discapacidad, como factor fundamental en los procesos de inclusión social", presentation by Ana María Peñuela, of the Ministry of health and Social Protection of Colombia.

- "Educación inclusiva superior o terciaria: brechas y exclusión", presentation by Patricia Brogna, Coordinator of the Centre for Research on Inclusion of Persons with Disabilities of Santa Catarina Technological University (Mexico).

- "El apoyo a las familias con discapacidad como factor fundamental en los sistemas de inclusión y transformación social", presentation by Mónica Cortes, Coordinator of the Families for Change Network of Colombia.

- "El caso de Chile", presentation by María Ximena Rivas, Director of the National Disability Service of Chile.

- "El caso de Colombia", presentation by Ana María Peñuela, of the Ministry of Health and Social Protection of Colombia.

- "El caso del Ecuador", presentation by Alex Esteban Camacho Vásconez, Secretary-General of the Office of the Vice-President of Ecuador.

- "The case of Jamaica", presentation by Floyd Morris, President of the Senate of Jamaica.

- “El caso de México”, presentation by Camerina Robles Cuéllar, President of the Mexican Agency for Comprehensive Development of the Visually Disabled (IAP), on behalf of the Mexican Coalition for the Rights of Persons with Disabilities.

- “El caso de Panamá”, presentation by Oris Salazar, Adviser to the Directorate General of the National Disability Secretariat of Panama.

- “El trabajador con discapacidad y el derecho al trabajo”, presentation by Verónica González Bonet, President of the Network for the Rights of Persons with Disabilities of Argentina.

- “Experiencia de alianza público-privada para fortalecer la capacidad de los actores clave en los procesos de inclusión laboral”, presentation by Germán Barragán, Technical Coordinator of the programme “Productivity covenant for employment of persons with disabilities in Colombia”.

- “Experiencias innovadoras en inclusión laboral de personas con discapacidades”, presentation by Pamela Molina Toledo, Project Manager for Economic Opportunities of The Trust for the Americas.

- “La situación de las niñas y de los niños”, presentation by Garren Lumpkin, expert on disability and childhood with UNICEF.

- “The multiple inequalities faced by women with disabilities”, presentation by Monica Bartley, of the Center for Independence of the Disabled, New York.

- “Personas con discapacidades en América Latina y el Caribe”, presentation by Diane Alméras, Social Affairs Officer of the Social Development Division of ECLAC.

- “Mapeo de los programas de pensiones y de apoyo al cuidado para personas con discapacidades en la región”, presentation by Diane Alméras, Social Affairs Officer of the Social Development Division of ECLAC.

- “Mapeo de situación en torno al ejercicio de la capacidad jurídica: México, Argentina, Peru, Colombia, Chile”, presentation by Pamela Molina Toledo, Project Manager of the Democracy, Governance and Human Rights Initiative of The Trust for the Americas.

- “Observaciones del Comité de los derechos de personas con discapacidadesa los informes de los países de América Latina y el Caribe”, presentation by María Soledad Cisternas Reyes, Chair of the Committee on the Rights of Persons with Disabilities.

- “Principales obstáculos al ejercicio de la capacidad jurídica de personas con discapacidades”, presentation by Pablo Rosales, Rapporteur on Legal Capacity of the Committee for the Elimination of All Forms of Discrimination Against Persons with Disabilities (CEDDIS).

- “Propuesta de un índice de capacidad municipal como mecanismo para garantizar los derechos de personas con discapacidades y ajustar las políticas públicas”, presentation by Carolina Cuevas of the Saldarriaga Concha Foundation of Colombia.

- “Protección social y vida independiente: necesidad de ajustes en políticas públicas”, presentation by Inés Elvira Escallón, Consultant for the Americas of Inclusion International.

- "Recomendaciones finales sobre prioridades estratégicas", paper by María Elisa Bernal, Social Affairs Officer with the Social Development Division of ECLAC.

- "Situación e informes en relación con la Convención Interamericana de la OEA", presentation by María Ximena Rivas Asenjo, Director of the National Disability Service of Chile and First Vice Chair of the Committee for the Elimination of all forms of Discrimination against Persons with Disabilities (CEDDIS).

- "Situación laboral de personas con discapacidades en América Latina y el Caribe", presentation by Andrés Yurén, Specialist on Employers' Activities of the ILO Office for the South Cone of Latin America in Santiago.